

## Head of Faculty

### Aureus School Person Specification

Job Title: Head of Faculty	Essential	Desirable
<b>Qualifications</b>		
Honours degree or equivalent	√	
Qualified teacher status	√	
Evidence of commitment to continuing professional development	√	
DSL training		√
Willingness to undertake NPQSL or NPQH		√
<b>Professional Experience</b>		
Successful teaching and curriculum experience	√	
Experience of management at a senior level	√	
Knowledge of primary principles and practice	√	
Successful experience of raising standards for all with measurable outcomes	√	
Evidence of highly developed performance management skills	√	
Understanding of quality in learning and teaching and how to achieve excellence	√	
Knowledge of key considerations in effective management and deployment of people and other resources	√	
In-depth knowledge and experience of Child Protection and Safeguarding procedures	√	
Recent and relevant leadership experience		√
Recent experience of contributing the school's safeguarding team		√
Experience of working in collaboration with other educational bodies and the wider community to develop positive relationships		√
<b>Professional Skills</b>		
Ability to lead change	√	
Ability to communicate effectively orally and in writing to a range of audiences	√	
Ability to think creatively to anticipate and solve problems	√	
Ability to formulate a vision and strategy for the school and secure commitment to it from others	√	
Ability to drive for improvements and challenging underperformance	√	
Ability to establish and sustain appropriate structures and systems and monitor them	√	
Ability to motivate, challenge and influence others to attain higher goals	√	
Ability to develop and empower individuals and teams	√	
Ability to use new and emerging technologies to support improvement		√
Committed to the development and maintenance of good relationships with staff, parents, pupils, governors and the community	√	
<b>Professional Knowledge</b>		

An understanding of the workload challenge and strategies for supporting staff wellbeing	√	
An understanding of the reasons for the recruitment and retention issues for the teaching profession	√	
An understanding of the wider global issues in society and how this may impact our school community	√	
Knowledge of national trends that could impact upon the school		√
Knowledge of research into models of learning and teaching		√
Knowledge of the budget cuts and impact on school funding		√
<b>Personal Attributes</b>		
Innovative and solution focussed	√	
Positive, enthusiastic outlook, embracing risk and innovation	√	
Respectful and empathetic towards others	√	
Resilient, persistent and optimistic in when faced with difficulties and challenges	√	
Able to be consistently decisive and focused on solutions	√	
Commitment and dedication to social justice, equality and excellence	√	
Flexible, adaptable and creative	√	
Committed to CPD of self and others within the school	√	
Committed to a collaborative school vision of excellence and equity that sets high standards for all and welcomes and secures the support of others in achieving it	√	
<b>Safeguarding</b>		
We are committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to satisfy the person specification and required to apply for a DBS disclosure.		