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**THE HIGHCREST ACADEMY**

**PERSON SPECIFICATION**

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| ***SENIOR HEAD OF DEPARTMENT*** |

**PERSON SPECIFICATION**

**Essential**

* To have led a large (5+) department for a minimum of 3 years
* To have led a successful department with particular impact on Progress 8 measures
* To have experience of successfully leading a department through the latest Ofsted (2019) framework
* Dynamic classroom teacher with successful track record in specialist subject who can lead fellow professionals to develop innovative approaches to teaching and learning
* Stamina and absolute determination to achieve personal and institutional success
* Drive and potential for promotion
* Firm, fair, caring, consistent and non-confrontational approach with pupils
* Excellent organisational and administrative skills
* Good at meeting deadlines and getting others to meet them
* Skilful communicator able to manage change successfully
* Capacity to work under pressure, to show initiative and to successfully deal with a demanding workload
* Ability to work as a member of a team and with a sense of humour
* Curriculum and/or pastoral management and leadership experience
* A commitment to the student, to enable all students to be successful; a willingness to challenge others in the student’s best interest
* Empathy with, and keenness to contribute to, the aims of the school
* An ability to set clear expectations, to demand high standards and to hold others accountable for their performance
* Ability to teach and assess to high standards, using assessment to inform and improve learning
* A constant drive for improvement
* An ability to think creatively
* An ability to provide clear direction to students and staff, to motivate and inspire them
* Initiative, including an ability to anticipate and pre-empt events
* A commitment to developing the potential of staff, providing support, encouragement and feedback
* Respect for others, valuing individuals
* The ability to understand others and create trust
* A shared approach to problem-solving and to achieving goals
* Effective communication skills for a range of purposes
* A willingness to adapt to changing needs and circumstances
* Energy, optimism and motivation in the face of pressure and setbacks
* The ability to meet setbacks and opposition with resilience, humour and calmness
* Keenness to develop own career
* An excellent record of attendance and punctuality

**Qualifications and Training**

* Good honours degree (essential)
* Higher, relevant degree/diploma (desirable)
* Qualified Teacher Status
* Systematic and relevant professional development

**Knowledge, Experience and Skills**

* Very good classroom skills
* Strong subject knowledge
* Strong middle leadership experience
* Monitoring and evaluating teaching and learning
* Curriculum and staff development initiatives
* Working directly with parents and external agencies
* Planning and leading professional development
* Confident ICT user
* Current education trends and initiatives