

Person Specification

Post: Trust Head of Department

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree 	<ul style="list-style-type: none"> • Relevant PD 	<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Tailored teaching that challenges and supports students • Data driven planning to target instruction • High quality curriculum development • Leading subject development across multiple school settings 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Delivering professional development or coaching to subject teams beyond own academy • Leading trust-wide curriculum or assessment initiatives • Trust-wide quality assurance and improvement planning 	<ul style="list-style-type: none"> • Application • Interview • References
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students and staff • Excellent subject and curriculum knowledge • Intelligently sequenced planning • Highly tailored planning • Razor-sharp focus on data • Effective use of summative and formative assessment • Behaviour management to ensure a disciplined and joyful culture • SEND theory and practice • Support colleagues to bring out the best in them • Commitment to safeguarding • Microsoft Office, especially Excel, Outlook and Word 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Coaching and practice • Hold others to account • Cognitive science in education • Strong analytical skills • Simplify complex issues and communicate with clarity • Understanding of system leadership and cross-academy collaboration • Confidence in using technology to scale impact across multiple academies 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of our trust 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References