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**PERSON SPECIFICATION**

**Head of Department**

The areas below are in addition to the teacher standards

Qualifications

* Qualified teacher status
* Degree
* Evidence of continuing professional development
* *This post is a designated customer facing role under the fluency duty and requires the applicant to be fluent in English*

Experience

* Outstanding classroom practitioner at KS3 and KS4 including effective assessment methods. (KS5 desirable)
* Experience and evidence of impact on student attainment and achievement
* Experience of leading a team including in Performance Management

Professional Knowledge/expertise

* Commitment to continuously improving the quality of teaching and learning
* Can show a clear understanding of how young people learn, including knowledge and understanding of the principles and practice of effective teaching and learning styles
* Clear understanding of how to analyse school performance data and effectively use it to inform school improvement
* Can demonstrate an ability to work with a range of staff
* Commitment to inclusion and equal opportunities
* Outstanding classroom practitioner

Leadership Qualities

* Understanding of the need for systematic school self evaluation
* The ability to promote a clear vision for the areas of learning for which you are accountable and for the college, involving staff, students, parents/carers and the local community
* The ability to lead by example providing inspiration and motivation
* The ability to work alongside other senior staff and governors in developing a strategic plan and defining the direction of the areas of learning for which you are accountable and for the college
* Proven team building ability
* Ability to foster good links with staff, parents/carers, the local community, local schools and colleges, the Diocese and the LA and to develop the profile and reputation of the college
* Ability to be flexible in approach and listen to input from a variety of staff, governors, parents/carers and young people

Management skills

* Good ability to monitor and evaluate teaching, learning and the standards achieved and to set realizable targets for improvement
* Ability to manage staff effectively and sensitively
* Ability to manage change
* Understanding of Development planning
* Effective ICT skills
* Ability to delegate when appropriate

Key personal characteristics

* Excellent communication skills
* Ability to work under pressure and get things done
* A deep commitment to education of the whole person
* Ability to hold a vision but also be able to adapt to changing circumstances
* Able to listen and take on board a wide range of views but with the strength of character to pursue unpopular policies when necessary
* An excellent time manager able to prioritise effectively
* A positive thinker
* Approachable with good listening skills
* An enthusiasm for challenge and innovation
* Integrity, warmth and good sense of humour