



Person Specification - Head of Department

	Essential
Qualifications	Hold a degree or related professional qualification. Hold a recognised teaching qualification. Be able or willing to teach across the range of courses offered at all Key Stages.
Experience	Experience of working in a large secondary school. Evidence of raising attainment for multiple groups of pupils. Evidence of continually improving the teaching and learning of their subject through cop-planning or coaching
Leadership	Effective team worker and leader. High expectations for accountability and consistency. Genuine passion and a belief in the potential of every pupil. Motivation to continually improve standards and achieve excellence. Commitment to the safeguarding and welfare of all pupils.
Teaching & Learning	Excellent classroom practitioner. Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards. Good communication, planning and organisational skills. Resilience, motivation and commitment to driving up standards of achievement. Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
Communication skills	The ability to listen and communicate effectively. Empathy and the ability to understand the needs, aspirations and motivation of diverse individuals and groups. The ability to influence and motivate others.
Problem Solving	Have a 'can do' solution focused approach. Identify, analyse and resolve problems and issues. Develop plans with concrete outcomes and effective solutions. Evaluate results and identify necessary actions. Make fact-based decisions.
Resilience	Sustain energy, optimism and motivation in the face of pressure and setbacks. Stay calm in difficult situations and maintain clarity of vision. Be adaptable in the face of adversity. Resourcefulness and flexibility.