



KING EDWARD VI  
SHELDON HEATH ACADEMY

## Person Specification - Head of Department

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