

Person Specification

**Job Title: Head of Department**

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| **Knowledge** | **Essential** | **Desirable** |
| Good understanding of your subject secondary curriculum, Key Stage 3 to Key Stage 5 |  |  |
| Knowledge of current issues facing subject departments |  |  |
| A record of appropriate and continuing CPD |  |  |
| Good understanding of school improvement and Ofsted inspection programmes |  |  |
| Knowledge of departmental monitoring and tracking systems and their role in securing improvement |  |  |
| Ability to provide clear evaluation and strategies for improvement for leadership teams and departments |  |  |
| Ability to use Raise Online and other data to analyse and evaluate school/departmental performance |  |  |
| Knowledge of Ofsted inspection framework and Evaluation Schedule |  |  |
| Good understanding and knowledge of current and new examination specifications |  |  |
| Ability to offer advice on school-based assessments and on examination preparation for examinations |  |  |
| Able to assess school-based assessments accurately and identify strategies for improvement |  |  |
| Experience of exam board marking |  | ✓ |
| Knowledge and understanding or marking criteria and using experience of this to support departmental colleagues |  | ✓ |
| **Qualifications** | **Essential** | **Desirable** |
| Degree in relevant subject | ✓ |  |
| Qualified Teacher Status | ✓ |  |
| Masters degree in relevant subject or Education / further study |  | ✓ |
| Evidence of involvement in relevant CPD |  |  |
| **Experience** | **Essential** | **Desirable** |
| Experience of leading or supporting leadership of a department or providing support to a school/department |  |  |
| Successful experience of teaching at all key stages |  |  |
| Evidence of managing and leading a new initiative across a department or whole school |  |  |
| Evidence of involvement in transformational change within a department |  |  |
| Outreach work / supporting a department in challenging circumstances |  |  |
| **Skills** | **Essential** | **Desirable** |
| To be able to demonstrate high quality teaching | ✓ |  |
| An outstanding classroom practitioner with a clear direction and vision for teaching and promoting the subject across the Academy | ✓ |  |
| Outstanding relationships with students and staff members which promotes excellent classroom discipline and attainment | ✓ |  |
| Able to deliver bespoke CPD to colleagues and trainees |  |  |
| To be able to analyse and review data and provide feedback and high quality reports |  |  |
| To be able to develop intervention strategies that bring about rapid improvement |  |  |
| Able to work flexibly and under pressure |  |  |
| Able to provide clear strategies for improvement, following analysis/review of data and/or performance |  |  |
| To be able to provide resources for departments |  |  |
| Develop and deliver clear examination and intervention work |  |  |
| Experience of working in one or more areas:   * KS4 intervention work * Whole school programmes * Developing KS3 as a foundation for KS4 work |  |  |