



Person Specification

Job Title: Associate Director of Humanities

| <u>Qualifications</u> | <u>Essential</u> | <u>Desirable</u> |
|--|-------------------------|-------------------------|
| Degree in History or Geography or Humanities related PGCE | ✓ | |
| Masters degree in History or Geography or Education/Further study | | ✓ |
| Evidence of involvement in external CPD | | ✓ |
| <u>Knowledge</u> | <u>Essential</u> | <u>Desirable</u> |
| Excellent understanding of History/Geography secondary curriculum | ✓ | |
| Knowledge of current issues facing Humanities departments | ✓ | |
| Evidence of leading departmental CPD, or providing CPD in an outreach capacity | | ✓ |
| Good understanding of school improvement and Ofsted inspection programmes | ✓ | |
| Ability to use RAISE Online and other data to analyse and evaluate school/departmental performance | ✓ | |
| Ability to provide clear evaluation and strategies for improvement for leadership teams and departments | ✓ | |
| Knowledge of departmental monitoring and tracking systems and their role in securing improvement | | ✓ |
| Good understanding and knowledge of new examination specifications at KS4 and KS5 | ✓ | |
| Ability to offer advice on examination preparation for GCSE examinations | ✓ | |
| Experience of exam board marking | | ✓ |
| Knowledge and understanding of marking criteria, and using experience of this to support departmental colleagues | | ✓ |
| <u>Experience</u> | <u>Essential</u> | <u>Desirable</u> |
| Experience of leading a department or providing support to a school/department, resulting in rapid improvement | ✓ | |
| A track record of successful impact, either as a departmental leader or in giving support and challenge to a department/school | ✓ | |
| Evidence of involvement in transformational change within a department | ✓ | |
| Outreach work/supporting a department in challenging circumstances | | ✓ |
| Experience of working in one or more areas: | | ✓ |

| | | |
|---|------------------|------------------|
| <ul style="list-style-type: none"> ● KS4 intervention work ● Whole-school programmes ● Developing KS3 as a foundation for KS4 work | | |
| Skills | Essential | Desirable |
| To be able to demonstrate high quality teaching | ✓ | |
| To be able to analyse and review departmental teams and provide feedback and high quality reports | ✓ | |
| To be able to develop intervention strategies that brings about rapid improvement | ✓ | |
| Willing to teach, and demonstrate teaching, across the Family of Schools, including extended periods where necessary | ✓ | |
| Able to work flexibly and under pressure | ✓ | |
| Able to provide clear strategies for improvement, following analysis/review of data and/or performance | ✓ | |
| Able to deliver bespoke CPD to colleagues and trainees | | ✓ |
| High level of interpersonal skills | ✓ | |
| To show confidence when working with Principals, Heads of Department and senior leaders | ✓ | |
| To be able to provide resources for departments | ✓ | |
| Develop and deliver resources for examination and intervention work | ✓ | |