

## Person Specification

**Job Title:** Associate Director of Humanities

<b>Qualifications</b>	<b>Essential</b>	<b>Desirable</b>
Degree in History or Geography related PGCE	✓	
Masters degree in History or Geography or Education/Further study		✓
Evidence of involvement in external CPD		✓
<b>Knowledge</b>		
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		✓
<b>Experience</b>		
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"> <li>• KS4 intervention work</li> <li>• Whole-school programmes</li> </ul>		
Developing KS3 as a foundation for KS4 work		
<b>Skills</b>		
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	✓	