

**HEAD OF HUMANITIES**

**PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications** | * Good Honours degree * Qualified Teacher Status | * Evidence of further relevant and substantial professional development. | * Application Form |
| **Professional Experience/Knowledge** | * Knowledge of current educational developments. * Strategic planning, intervention and analysis of outcomes. * Leading and managing the work of others. * Analysing and using performance management and performance data to inform target setting, plan an appropriate course of action for improvement and policies. * Current successful teaching experience within History. * In depth knowledge of any relevant examination structure, national curriculum subject and key stage strategy. * A clear understanding of the essential strategies for improving the quality of learning and teaching within a department. * Understanding of successful strategies for meeting the needs of all pupils. | * Substantial and successful experience in Middle Leadership in the Secondary sector. * Monitoring budgets and ensuring value for money. * Current successful teaching experience across other Humanities areas. | * Application Form * Interview process * References |
| **Vision and Leadership** | * Ability to lead, motivate, challenge and inspire staff and students. * Ability to create, articulate, develop and realise an ambitious vision. * Ability to initiate and successfully implement change, including raising achievement. | * Experience of leading departmental self-evaluation and using the outcomes in future planning. * Lead on department improvement plan. * Ability to initiate and successfully implement change, including raising achievement across multiple subject areas. | * Application Form * Interview process * References |

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Leading Teaching and Learning** | * Ability to use data to support learning, set targets and monitor and evaluate performance. * Experience of monitoring/evaluating teaching and learning. * Success in raising student achievement through review, evaluation and intervention. | * Experience of monitoring/evaluating teaching and learning across a variety of areas. | * Application Form * Interview process * References |
| **Managing the School** | * Experience of effective staff management, including delegation of responsibilities. * Ability to empower and sustain effective teams. | * Experience of Appraisal and continuing professional development of self and others. | * Application Form * Interview process * References |
| **Professional Skills** | * Lead a team to achieve agreed goals. * Clearly communicate to a range of different audiences. * Display high quality teaching strategies. * Support and motivate both colleagues and pupils. * Relate and positively show respect to people to all members of school and wider community especially parents. * Contribute effectively to the work of the middle leader team. * Deal successfully with situations that may include conflict resolution. * Effectively chair departmental meetings. |  |  |
| **Working with Others** | * A fluent and effective communicator. * Ability to establish professional working relationships with all members of the School community. | * Experience of working to build relationships in the wider community. | * Application Form * Interview process * References |

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Personal Qualities** | * Enthusiasm, drive and a love for the job. * A good sense of humour. * Ability to work under pressure. * Ability to organise, plan and prioritise time effectively. * Ability to act decisively. * Responsible, accountable, capable of responding constructively to criticism. * Flexibility, adaptability and creativity. * Competent in the use of ICT. * Ability to use a coaching style to support and develop others. * Commitment to education for Equality. * Promoting the school’s ethos and aims. * Professional self-development. |  | * Application Form * Interview process * References |