

BRAMPTON MANOR ACADEMY

Head of Department

Person Specification

Criteria identified as 'A' will form the basis for short listing purposes

A Application form and letter of application **S** Selection Day **R** References

Knowledge & Qualifications

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|-------------------------------------------------|-----------|
| 1. Qualified Teacher Status | A |
| 2. Good Honours degree from a good university | A |
| 3. Excellent subject knowledge | A / S / R |
| 4. Evidence of ongoing professional development | A |

Experience

- | | |
|----------------------------------------------------------------------------------------|-----------|
| 1. Minimum of three years post qualification experience | A / R |
| 2. Outstanding classroom teacher | A / S / R |
| 3. Strong track record of public examination success especially at KS4/5 | A / S / R |
| 4. Successful experience of turning theory into practice | A / R |
| 5. Experience of leading innovative curriculum development | A / S / R |
| 6. Effective relationships with pupils, parents and staff, commanding their confidence | A / R |
| 7. Experience of Performance Management/Appraisal of colleagues | A / R |
| 8. No adverse criminal or professional record | A / R |
| 9. Excellent record of attendance and punctuality | A / R |

Skills

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|-----------------------------------------------------------------------------------------|-----------|
| 1. Innovative approach to classroom practice and exceptional teaching skills | S / R |
| 2. Ability to interrogate departmental data to track pupil progress | A / S / R |
| 3. Excellent leadership and management skills | S / R |
| 4. Proven ability to identify and implement strategies to raise standards of learning | A / S / R |
| 5. Ability to challenge staff underperformance to bring about rapid improvements | S / R |
| 6. Ability to provide effective professional support to staff | A / S / R |
| 7. Outstanding communication and interpersonal skills | A / R |
| 8. Organisational skills of a high order; able to multi-task and prioritise effectively | A / S / R |
| 9. Ability to manage people, projects and resources effectively | S / R |
| 10. Experience of using technology to maximise learning outcomes | A / S / R |

Personal Qualities

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|-----------------------------------------------------------------------------------------------|-----------|
| 1. Absolute commitment to pupils and their learning above all else | A / S / R |
| 2. Passion for learning and teaching | S / R |
| 3. Relentless determination and commitment to constant review and refinement | A / S / R |
| 4. Drive, high expectations and a commitment to achieving standards of excellence | S / R |
| 5. Personal integrity and honesty | S / R |
| 6. Keen eye for detail | A / S / R |
| 7. Diligence and ability to sustain work ethic | R |
| 8. Emotional resilience and ability to work under pressure | R |
| 9. Ability to motivate self and others to work effectively as an individual and a team member | R |