

**PERSON SPECIFICATION**

**HEAD OF DEPARTMENT**

Evidence of the following will be obtained through the application process (A) and/or at interview (I)

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|  | Essential | Desirable |
| **Qualifications** | * Honours degree (A) * Qualified Teacher Status (A) * The ability to teach to A Level (A) | * Higher degree (A) * Evidence of post graduate study/research (A) * Recent relevant professional development (A) |
| **Experience**  Leadership and Management (including school systems, procedures and policies) | * Experience in developing and raising standards of teaching and learning (A/I) * Commitment to use best practice to develop your subject Department. * The ability to induct, motivate and manage all staff to carry out their respective roles to the highest standard through performance management and continuing professional development. | * Experience of effective work in schools to raise standards (A) * Experience of dealing with the under-performance of staff (I) * Effective leadership within education (A/I) * Proven track record of leading improvement. |
| **Experience**  Teaching & Learning | * Evidence of very good/outstanding teaching across the age and ability range * Ability to motivate, enthuse, engage and influence the Northwood staff, parents, pupils and the community to deliver the vision and collectively raise standards (I) * Experience and understanding of how to raise standards of learning and teaching, and secure high standards of behaviour (I) * Evidence of successfully leading initiatives and evaluating impact on pupils’ outcomes (A/I) * Effectively use data to inform decision making (I) * Experience of Department self-evaluation (A/I) | * Knowledge and understanding of recent government initiatives in relation to education and potential impact on schools (I) |
| **Experience**  Other | * Thorough understanding of Child Protection and Safeguarding issues (A/I) | * Experience of school self-evaluation (A/I) * Thorough understanding of the current inspection framework (A/I) |
| **Communication and Interpersonal skills** | * Ability to raise the aspirations of students and parents (I) * Excellent written, verbal and presentation skills (A/I) | * Experience of inspiring, motivating, developing and managing staff (A/I) |
| **Personal Qualities** | * Commitment to young people and ensuring the school facilitates the highest possible outcomes (A/I) * The ability and understanding to challenge, inspire and to listen * The ability to analyse information from a wide variety of sources and provide clear explanations of the results (A/I) * The ability to set appropriate and challenging targets to improve performance and to ensure progress is consistently monitored (A/I) * The ability to demonstrate sound organisation skills, to be able to work under pressure and to meet demanding deadlines (A/I) * To demonstrate adaptability and resilience * Able to command respect | * Interests outside work (A) |