



## Kettering Science Academy

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HEAD OF DEPARTMENT PERSON SPECIFICATION		Assessment Key: A Application Form I Interview	
Education and Qualification	Essential	Desirable	Assessment
English and Mathematics GCSE or equivalent	✓		A/I
Qualified Teacher Status	✓		A/I
Degree or other higher education equivalent	✓		A/I
Commitment to personal/professional development	✓		A/I
Experience	Essential	Desirable	Assessment
Experience of effectively managing and leading people	✓		A/I
Experience of leading successful workshops and/or training events at Academy level and at department level		✓	A/I
Experience of monitoring, tracking, assessing and measuring student progress and attainment at department level	✓		A/I
Knowledge and Understanding	Essential	Desirable	Assessment
Understanding of what constitutes excellent teaching and learning	✓		I
Knowledge and understanding of planning a curriculum which produces maximum achievement for all students	✓		A/I
Understanding of how to evaluate and analyse a range of different data	✓		I
Skills and Attributes	Essential	Desirable	Assessment
Skilled at establishing good working relationships with colleagues	✓		A/I
Skilled at delegating effectively and holding others to account	✓		A/I
Good communication skills	✓		I
Skilled at generating ideas and driving initiatives which significantly improve student progress, achievement and attainment	✓		I
Skilled at utilising lesson observations to improve the quality of teaching and learning across the Academy	✓		A/I
Skilled at delivering support and coaching programmes to teachers in order to improve the quality of teaching, learning within the department	✓		A/I
Skilled at presenting a coherent, understandable and accurate account of the Department's performance to a range of audiences which may include governors, parents, students and Ofsted		✓	A/I
Personal Qualities	Essential	Desirable	Assessment
High expectations of students and colleagues	✓		A/I
Enthusiastic and committed	✓		I
A passion for teaching and learning	✓		I
Open-mindedness	✓		I
A forward-thinking approach	✓		A/I
Excellent interpersonal skills	✓		I
Ability to be reflective and self-critical	✓		I
Display calmness under pressure	✓		I