

**The King’s Academy**

**Head of Engineering – Person Specification**

| **Attribute** | **D/E\*** |
| --- | --- |
| ***QUALIFICATIONS*** |  |
| Teaching qualification (Secondary) | E |
| Qualified Teacher Status (QTS), with Induction year successfully passed | E |
| Post-graduate degree | D |
| ***KNOWLEDGE, EXPERIENCE******and EXPERTISE*** |  |
| Able classroom practitioner with excellent subject knowledge |  E |
| Strong and clear understanding of the subject curriculum  | E |
| An enthusiasm for the subject and a vision for its future within the Academy | E |
| A track record of strong outcomes along with an appreciation of interventions and support that can make lasting differences with students | E |
| Experience of working strategically with data and interpreting it at student, class, subject and year group level | D |
| Experience of successfully managing/leading key aspects of a department’s performance  | D |
| Experience of organising and leading staff  | D |
| ***ATTITUDES and ETHOS*** |  |
| A commitment to upholding the Academy’s Christian ethos and to high standards and expectations for all students | E |
| Committed to continual professional development | E |
| ***RELATIONSHIPS*** |  |
| Excellent interpersonal and communication skills | E |
| A team player who seeks to have positive and mutually supportive relationships with colleagues  | E |
| ***SKILLS and DISPOSITIONS*** |  |
| Presence, confidence and the ability to communicate effectively and patiently, especially when faced with challenge | E |
| A strong sense of emotional intelligence along with wisdom in decision-making |  E |
| Self-motivated, resilient and tenacious | E |
| Ability to synthesise complex information about the subject/department into meaningful conclusions, and to use professional judgement in their application | E |
| Ability to work under pressure to meet deadlines | E |
| Ability to stay calm under pressure and work well with all members of the community | E |
| A willingness to hold other colleagues to account for their actions | E |
| A proactive, creative thinker, able to anticipate and solve problems | E |
| An appreciation of the importance of accurate record keeping and the need to communicate information with the relevant parties | E |
| High levels of efficiency, effective prioritisation and personal organisation | E |

\***D** = desirable; **E** = essential