

Person Specification – Head of Geography

The successful candidate will possess all or most of the following attributes:

E = Essential D = Desirable

Assessed by:

I = Interview A = Application R = Reference

QUALIFICATIONS	Criteria	Selection
Qualified to at least degree level	E	A
Qualified to teach in the UK	E	A
Qualified to work in the UK	E	A
Evidence of further in-service training	D	A
Further professional qualifications	D	A
LEADERSHIP		
Able to work in close harmony with the extended leadership team	E	A/I/R
Ability to lead, coach and motivate staff to continually improve their pedagogy within a performance management and department quality assurance framework (including professional development and effective management of underperformance)	D	A/I/R
Ability to develop a team spirit that supports the pursuit of ever higher standards in everything the department does	E	A/I/R
Strong interpersonal, written and oral communication skills	E	A/I/R
Takes personal responsibility for their own actions	E	A/I/R
Genuine passion and a belief in the potential of every student	E	A/I/R
Commitment to the safeguarding and welfare of all pupils	E	A/I/R
Can maintain effective working relationships with parents and other stakeholders	E	A/I/R
EXPERIENCE		
Experience of teaching in a school or education setting (secondary)	D	A/I/R
A track record of effectively leading/motivating pupils and staff and developing team approaches	E	A/I/R
Experience of improving student outcomes	D	A/I/R
Knowledge and understanding of National Educational priorities/developments	D	A/I/R
Experience of delivering lessons which are consistently at least good to students of all ages and abilities	E	A/I/R

Experience of implementing behaviour management strategies consistently and effectively	E	A/I/R
Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes	E	A/I/R
Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work and learning plans for Geography	E	A/I/R
Be flexible, creative and adept at designing learning sequences within lessons and across lessons that are effective and consistently well-matched to learning objectives and the needs of learners and which integrate recent developments, including those relating to subject/curriculum knowledge	D	A/I/R
Experience of running enrichment and extracurricular activities which inspire and motivate learners	D	A/I/R
Experience of leadership of a team	D	A/I/R
Experience of developing teaching and learning within Geography	D	A/I/R
Successful integration of whole school developments in innovations and skills	D	A/I/R
A minimum of 2 years' experience teaching Geography	E	A/I/R
Experience with AQA for Geography GCSE and A Level	D	A/I/R
Awareness of data protection, security and confidentiality	E	A/I/R
To have knowledge and experience of working in and leading a successful team.	D	A/I/R
Strong knowledge of the Geography curriculum at KS3, KS4 & KS5	D	A/I/R
Know the assessment requirements and arrangements for Spanish, including those relating to public examinations and qualifications	E	A/I/R
Know how to use local and national statistical information to evaluate the effectiveness of their teaching, to monitor the progress of those they teach and to raise levels of attainment	E	A/I/R
Knowledge and understanding of Geography related pedagogy including: the contribution that their subject area can make to cross-curricular learning; and recent relevant developments.	E	A/I/R
PROFESSIONAL DEVELOPMENT		
Evidence of a commitment to own professional development	E	A/I/R
Evidence of keeping up to date with educational thinking and knowledge	E	A/I/R
A strong commitment to the quality of professional development of staff	E	A/I/R
The drive to develop others' capabilities and help them realise their full potential	E	A/I/R
SKILLS, BEHAVIOURS AND PERSONAL QUALITIES		

Fully subscribe to our Academy value of RESPECT: showing due consideration for the feelings, beliefs and opinions of other people	E	A/I/R
Fully subscribe to our Academy value of DETERMINATION: never giving up – working relentlessly for the benefit of the young people of Northampton Academy	E	A/I/R
Fully subscribe to our Academy value of AMBITION: seeking the very best opportunities for all young people, in line with the most elite schools in the country. Never pigeonholing or making assumptions about the potential of the young people of the Eastern District.	E	A/I/R
A commitment to equality and diversity	E	A/I/R
Ability to establish a positive ethos with an accent on high achievement for all	E	A/I/R
Ability to empathize with the needs of pupils and to be firm but fair and consistent	E	A/I/R
Ability to prioritise and manage time effectively	E	A/I/R
An effective communicator and motivator of pupils and staff	D	A/I/R
A team player with the ability to establish good working relationships with staff, pupils and parents	E	A/I/R
The ability to set clear expectations and parameters and to hold others to account for their performance	E	A/I/R
The ability to challenge underperformance	E	A/I/R
The tenacity to see things through	E	A/I/R
Flexibility in approach	E	A/I/R
The professional respect of colleagues	E	A/I/R
High level of emotional intelligence	E	A/I/R