

**HEAD OF HUMANITIES**

**PERSON SPECIFICATION**

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications**  | * Good Honours degree
* Qualified Teacher Status
 | * Evidence of further relevant and substantial professional development.
 | * Application Form
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| **Professional Experience/Knowledge** | * Knowledge of current educational developments.
* Strategic planning, intervention and analysis of outcomes.
* Leading and managing the work of others.
* Analysing and using performance management and performance data to inform target setting, plan an appropriate course of action for improvement and policies.
* Current successful teaching experience within History.
* In depth knowledge of any relevant examination structure, national curriculum subject and key stage strategy.
* A clear understanding of the essential strategies for improving the quality of learning and teaching within a department.
* Understanding of successful strategies for meeting the needs of all pupils.
 | * Substantial and successful experience in Middle Leadership in the Secondary sector.
* Monitoring budgets and ensuring value for money.
* Current successful teaching experience across other Humanities areas.
 | * Application Form
* Interview process
* References
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| **Vision and Leadership** | * Ability to lead, motivate, challenge and inspire staff and students.
* Ability to create, articulate, develop and realise an ambitious vision.
* Ability to initiate and successfully implement change, including raising achievement.
 | * Experience of leading departmental self-evaluation and using the outcomes in future planning.
* Lead on department improvement plan.
* Ability to initiate and successfully implement change, including raising achievement across multiple subject areas.
 | * Application Form
* Interview process
* References
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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Leading Teaching and Learning** | * Ability to use data to support learning, set targets and monitor and evaluate performance.
* Experience of monitoring/evaluating teaching and learning.
* Success in raising student achievement through review, evaluation and intervention.
 | * Experience of monitoring/evaluating teaching and learning across a variety of areas.
 | * Application Form
* Interview process
* References
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| **Managing the School** | * Experience of effective staff management, including delegation of responsibilities.
* Ability to empower and sustain effective teams.
 | * Experience of Appraisal and continuing professional development of self and others.
 | * Application Form
* Interview process
* References
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| **Professional Skills** | * Lead a team to achieve agreed goals.
* Clearly communicate to a range of different audiences.
* Display high quality teaching strategies.
* Support and motivate both colleagues and pupils.
* Relate and positively show respect to people to all members of school and wider community especially parents.
* Contribute effectively to the work of the middle leader team.
* Deal successfully with situations that may include conflict resolution.
* Effectively chair departmental meetings.
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| **Working with Others** | * A fluent and effective communicator.
* Ability to establish professional working relationships with all members of the School community.
 | * Experience of working to build relationships in the wider community.
 | * Application Form
* Interview process
* References
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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Personal Qualities** | * Enthusiasm, drive and a love for the job.
* A good sense of humour.
* Ability to work under pressure.
* Ability to organise, plan and prioritise time effectively.
* Ability to act decisively.
* Responsible, accountable, capable of responding constructively to criticism.
* Flexibility, adaptability and creativity.
* Competent in the use of ICT.
* Ability to use a coaching style to support and develop others.
* Commitment to education for Equality.
* Promoting the school’s ethos and aims.
* Professional self-development.
 |  | * Application Form
* Interview process
* References
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