THE GREEN SCHOOL TRUST

Person Specification: Head of Department

1. Experience	Essential	Desirable	Application/Observation/Interview
a) Experience and expertise in the teaching of the subject up to and including A Level	✓		Application/Interview
b) Evidence of outstanding and inspirational teaching	✓		Application/Observation
c) Successful experience of leading a team		✓	Application/Observation
d) Evidence of effective use of assessment for learning to enhance progress	✓		Observation/Interview
e) Evidence of successfully managing a budget		✓	Application/Interview
f) At least 3 years successful experience as a teacher within a high achieving secondary school		✓	Application/Interview

2. Qualifications or Training	Essential	Desirable	Application/Observation/Interview
a) Good honours degree + QTS	✓		Application
b) Up to date knowledge of relevant issues in the teaching of the subject	✓		Application/Interview
c) Relevant professional development over the last two years	✓		Application
d) Ability to offer a second subject		✓	Application/Interview

3. Practical Skills	Essential	Desirable	Application/Observation/Interview
a) Innovative with the drive to see developments and initiatives through to a conclusion	✓		Application/Interview
b) An outstanding team/project leader	✓		Application/Interview
c) Excellent ICT skills	✓		Application/Interview
d) Excellent personal organisation, including the ability to delegate effectively	✓		Application/Interview
e) Excellent communication skills – both written and oral	✓		Application/Interview

4. Personal Qualities & Attributes	Essential	Desirable	Application/Observation/Interview
a) Able to lead and inspire others, and develop colleagues and students	✓		Application/Interview
b) Able to monitor, manage , challenge and support staff in the department	✓		Application/Interview
c) A strong commitment to and ability to articulate & model the values and inclusive christian ethos of the Green School Trust	✓		Application/Interview
d) Professional persona and positive mindset	✓		Observation/Interview
e) Willingness to contribute to extra-curricular activities and the wider life of the school	✓		Interview
f) Evidence of wider professional effectiveness and outward looking approach		✓	Application/Interview
g) Be committed to and be able to actively demonstrate safeguarding and promoting the welfare of children	✓		Application/Observation/Interview