Person Specification

Head of English

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| **Specification** | | | | | **Essential/**  **Desirable** | | **Method of**  **Assessment** |
| **EDUCATION & TRAINING** | | | | |  | |  |
| * Qualified Teacher Status | | | | | Essential | | AF/LA/C/SP |
| * First degree or equivalent in a relevant English subject | | | | | Essential | | AF/LA/C/SP |
| * Recent and relevant Continual Professional Development | | | | | Essential | | AF/LA/C/SP |
| * Good Honours Degree in a relevant English subject | | | | | Desirable | | AF/LA/C/SP |
| **RELEVANT EXPERIENCE** | | | | |  | |  |
| * Recent and successful teacher experience in the relevant subject area at both KS3 and KS4 | | | | | Essential | | AF/LA/R/SP |
| * Proven track record of delivering excellent outcomes for students of all abilities | | | | | Essential | | AF/LA/R/SP |
| * Minimum of two years’ experience in a successful English Department or equivalent | | | | | Essential | | AF/LA/R/SP |
| * Experience of leading or managing developments in the curriculum area | | | | | Desirable | | AF/LA/R/SP |
| * Experience of making a significant contribution to improving student outcomes at departmental level | | | | | Desirable | | AF/LA/R/SP |
| * Experience of organising and participating in extra-curricular work | | | | | Desirable | | AF/LA/R/SP |
| **APTITUDE AND SKILLS** | | | | |  | |  |
| * Excellent communication skills both verbal and written | | | | | Essential | | AF/LA/R/SP |
| * Excellent classroom teacher | | | | | Essential | | AF/LA/R/SP |
| * Ability to work under pressure | | | | | Essential | | AF/LA/R/SP |
| * Ability to lead, motivate, challenge and inspire staff and students | | | | | Essential | | AF/LA/R/SP |
| * Ability to initiate and successfully implement change | | | | | Essential | | AF/LA/R/SP |
| * Experience in the use of new technologies to improve teaching and learning | | | | | Desirable | | AF/LA/R/SP |
| **PERSONAL QUALITIES** | | | | |  | |  |
| * Reliable and conscientious | | | | | Essential | | AF/LA/R/SP |
| * Desire and ability to learn new skills | | | | | Essential | | AF/LA/R/SP |
| * High expectations of all students | | | | | Essential | | AF/LA/R/SP |
| * Caring and supportive | | | | | Essential | | AF/LA/R/SP |
| * Enthusiastic team player | | | | | Essential | | AF/LA/R/SP |
| * Organise, plan and prioritise effectively | | | | | Essential | | AF/LA/R/SP |
| * Flexibility, adaptability and creativity | | | | | Essential | | AF/LA/R/SP |
| Key | AF | LA | C | R | | SP | |
| Application Form | Letter of Application | Certificates | References | | Selection Process | |