The Hemel Hempstead School Head of Faculty Person Specification

Candidates will be assessed against the following criteria and the methods of assessment to be used for each criterion are indicated. At each stage of the process an assessment will be made by the appointment panel to determine the extent to which the criteria have been met.

When completing the application form and letter, candidates should ensure that they provide supporting evidence of how they meet the criteria through reference to work or other relevant experience.

Specification		Application Form	Interview	Teaching Activity	References
Qualifications	 Education to degree standard with required subject as specialism QTS / PGCE / teaching qualification Evidence of professional development 	√ √ √			
Knowledge & Experience	 Understanding of current educational issues Knowledge and understanding of subject specific issues e.g. syllabus content Understanding of how data supports the raising of standards Experience of teaching at key stages three, four and five Understanding of meeting different students' needs Very good or outstanding classroom practitioner Very good or outstanding organisational skills 	✓ ✓ ✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓ ✓	✓ ✓ ✓
Leadership	 Proven track record of subject or key stage leadership Proven track record of raising standards Proven track record of motivating and guiding teams Proven track record of improving teaching Experience of coaching and developing others Willingness and ability to be accountable A clear understanding of collective responsibility 	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓ ✓		✓ ✓ ✓ ✓

Specification		Application Form	Interview	Teaching Activity	References
Personal	Drive and commitment Drive and commitment Drive light interpersonal 8 personal 8 perso		/	√ ./	V
Qualities	 Excellent interpersonal & persuasive skills Excellent communication and presentation skills, oral and written. 	√	∨ ✓	√	V
Professional Standards	 Clear vision for raising standards Lead by example and take responsibility Inspire and motivate others Problem-solving ability Prioritise effectively Be authentic and honest 	✓	✓ ✓ ✓ ✓	✓ ✓ ✓	✓ ✓ ✓
Philosophy	 Genuine concern for students and staff Commitment to helping all students and staff to fulfil their potential Commitment to the wider life of the school and the community 	√ √ √	✓ ✓ ✓	√ ✓	√ √ √