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| **Person Specification** | | |
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|  |  | **Head of Computing/ICT/Enterprise/Media** |

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| CRITERIA | **CATEGORY** | **METHOD OF ASSESSMENT** |

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| **1. Educational Standard/Qualifications** | | |
| * University educated in ICT. Degree + PGCE * QTS Status. * Management / Leadership qualification | E  E  D | Application form and evidence of qualification  Application form  Application form and evidence of qualification | |

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| **2. Experience** | | |
| * Experience of teaching KS4 * Experience of teaching vocational courses * High quality teaching/learning skills * Proven success in raising achievement * Experience as an excellent classroom practitioner * Infectious enthusiasm for subject/s and teaching * Evidence of leading, supporting and managing others to obtain high quality performance * Leading the professional development of staff * Commitment to extra curricular activities * Ability to recognise strengths and weaknesses and an interest in own personal development. * Well organised * An enthusiasm for supportive pastoral care * Able to motivate children and set high standards * Experience of target setting and strategic planning regarding student progress | E  E  E  E  E  E  E  E  D  E  E  E  E  E | Interview  Interview  Interview  Interview  Application form/interview  Application form/interview  Application form/interview  Application form/interview  Application form/interview  Application form/Interview  Application form/interview  Application form/interview  Application form/Interview  Application form/interview |

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| **3. Knowledge** | | |
| * Knowledge of ICT * Knowledge of recent educational developments * Knowledge of safeguarding procedures | E  E  E | Application form/interview  Application form/interview  Application form / interview |

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| **4. Personal Qualities / Skills** | | |
| * Ability to manage, to work calmly under pressure, prioritise and to meet deadlines * Having a vision for future Academy development * Develop effective teamwork * Excellent communication skills * Willing and able to deal with detail/complex matters * Able to promote diversity and equality of opportunity * Manage conflict * Ability to work flexibly and adapt to meet the changing demands and circumstances * Full valid driving licence | E  D  E  E  E  E  E  E  D | Interview/reference  Interview  Application form/interview  Application form/interview  Interview  Interview  Interview  Application form/interview  Application form |

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| **5. Commitment and Behaviours** | | |
| * Demonstrate commitment to all members of the Academy community * Robust approach to conflicting and heavy demands * Convey personal enthusiasm and commitment * Commitment to extension and enrichment activities | E  E  E  D | Application form/interview  Application form/interview  Interview  Application form/interview |

For Information:

Category E: Refers to Essential Requirements without which the candidate would be unable to carry out the duties of the post.

Category D: Refers to Desirable Features which would normally enable the successful candidate to perform the duties and tasks better and more efficiently than one who did not have the qualifications, training, experience etc