

Person Specification for Second in Design & Technology Department Salary: MPS/UPS TLR 2

Essential and desirable qualities are identified in the recruitment process by the following codes: A = Application I = Interview.

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| **Factor** | **Essential** |  | **Desirable** |  |
| **Qualifications & Training** | Appropriate teacher qualification | A | Additional qualifications in D&T | A |
| Degree in related subject | A | Evidence of recent relevant training  relating to D&T | A |
| **Experience** | Successful classroom experience in terms of raising achievement with  pupils of all groups. | A |  | A |
|  | A,I | Management experience |  |
| Ability to demonstrate by outcomes how achievement can be raised | A,I |  |  |
| Familiarity in handling performance data relating to student  performance | AI |  |  |
|  |  | Success in contributing to departmental development plans  and self-evaluation | A,I |
| Experience of tracking pupil performance and using data to impact on raising achievement. Devising strategies for pupils which engage and enhance learning opportunities | A,I |  |  |
|  |  | Led whole school training and initiatives. | I |
| Experience of project management | A,I |  |  |

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| **Knowledge** | Understanding issues relating to D&T and ITT across the school | A,I |  |  |
| **Personal characteristics/skills** | Good level of interpersonal skills | I |  |  |
| Demonstrate strong leadership and management skills at middle  leadership level. | A,I |  |  |
| Good level of ICT literacy | A |  |  |
| Capacity to lead/ to be a team player | A,I |  |  |
| Able to think strategically | A,I |  |  |
| Good communication skills | A,I |  |  |
| Good problem solving skills | A,I |  |  |
| Good organisational skills | A,I |  |  |
| **Other requirements** | Willingness to contribute to the high standards of the school | I |  |  |
| Willingness to contribute to extra-curricular activities | A,I |  |  |
| Good record of attendance | A,I |  |  |