

**PERSON SPECIFICATION – HEAD OF RP**

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** | **Method of Assessment** |
| Qualifications | * QTS (Secondary age range) * Degree level qualification | * Further professional qualification * External examination experience | * Application form |
| Experience | * Proven track record of successful teaching across the ability range * Be an outstanding classroom teacher * Monitoring standards – acknowledge excellence and challenge poor performance * Setting and achieving ambitious goals and challenging targets * Recent and successful experience of teaching up to GCSE * Evidence of ambition to lead an academic area | * Participation in whole school initiatives * Performance management experience * Experience of successfully running extra-curricular activities, including whole school events * Management of staff. * Substantive or temporary experience of Head of Department * Leading an Outstanding Department | * Letter of application * Application form |
| Professional Development | * Evidence of relevant further professional development * Experience of a form tutor role | * Experience of leading/co-ordinating professional development opportunities * Experience of leading sessions with parents or a large audience | * Application form |
| Knowledge/special aptitudes | * Knowledge of school improvement methods including effective self-evaluation. * Ability to interpret and analyse performance data * Knowledge of the characteristics of good and outstanding teaching and learning * Understanding and commitment to safeguarding procedures * Good use of ICT as a teaching and learning tool * High expectations of students and the ability to ensure that all students needs are met * The ability to build positive relationships with colleagues, students and parents * Understanding of a broad range of current relevant education issues/initiatives | * Knowledge of successful intervention strategies * Extensive curriculum knowledge * Experience of planning, implementing and evaluating successful strategies for school improvement with regard to the RP curriculum. | * Interview |
| Personal Qualities/skills and Characteristics | * Ability to challenge, influence and motivate others to achieve high standards * Has ambition * Ability to prioritise, plan, organise self and others * Excellent communication, written and verbal * Willingness to contribute to whole school improvement * Ability to cope calmly under pressure * Resilience to an ever changing education agenda * Commitment to safeguarding policies and procedures * Awareness of current developments in education, teaching and learning * Fully committed to extra-curricular life at school, in particular leading on revision sessions, clubs and House activities at all levels |  | * Letter of application * interview |