



Head of Computer Science Person Specification

Key:

A: Application form

C: Certificate

I: Interview/ activities

R: Reference and other employment checks

Essential		Desirable	
Qualification/experience requirements	Assessment Method	Qualification/ experience requirements	Assessment Method
<ul style="list-style-type: none"> Qualified Teacher Status Essential Computer Science subject knowledge Experience of teaching of Computer Science Evidence of regular and appropriate professional development Experience of working in secondary setting 	<ul style="list-style-type: none"> C A/I A/R A/C A 	<ul style="list-style-type: none"> Experience of teaching GSCE & A Levels Computer Science Middle Leadership training e.g. NPQML Experience of working in Industry 	<ul style="list-style-type: none"> A/R A/C A/R
Heads of Department should be able to demonstrate their experience, knowledge and understanding of:			
Leading teaching and learning	Assessment Method	Leading teaching and learning	Assessment Method
<ul style="list-style-type: none"> Outstanding classroom practice Using IT and digital literacy to innovate teaching and learning Awareness of how environment can aid learning Developing personalised approaches to understanding progress Ensuring the very best outcomes for learners Supporting the improvement in the quality of teaching and learning in others Principles of effective teaching and assessment for learning for all types of students 	<ul style="list-style-type: none"> A/I/C I A/I/R A/I A/R A A/I/R 		
Shaping the future	Assessment Method	Shaping the future	Assessment Method
<ul style="list-style-type: none"> Contributing to the development of a shared vision How data can inspire and improve learning Leading by examples and motivating others Promote a culture of inclusion Effective management of school resources 	<ul style="list-style-type: none"> A/I A/I/R A/I/R A/I/R A/I/R 	<ul style="list-style-type: none"> Action planning and policy development Leading either teams or subject areas Departmental Improvement and self-evaluation 	<ul style="list-style-type: none"> A/I/R A/I/R A/I/R
Safeguarding and promoting the welfare of children and young people	Assessment Method	Safeguarding and promoting the welfare of children and young people	Assessment Method
<ul style="list-style-type: none"> National and local safeguarding guidance Ensuring a safe and supportive school culture Experience of being a pastoral tutor 	<ul style="list-style-type: none"> A/I/R A/I/R A/I 		
Developing self and others	Assessment Method	Developing self and others	Assessment Method
<ul style="list-style-type: none"> Building a collaborative culture Working to develop the skills of colleagues 	<ul style="list-style-type: none"> A/I/R A/I/R 	<ul style="list-style-type: none"> Effective use of appraisal 	<ul style="list-style-type: none"> A/R

Head of Computer Science



<ul style="list-style-type: none"> • Reflective practice ensuring a culture of continuous improvement • Coaching and mentoring skills • Taking part and interest in CPD 	<ul style="list-style-type: none"> • A/I • A/I/R • A/I/R 	<ul style="list-style-type: none"> • Induction and support of new staff 	<ul style="list-style-type: none"> • A/I/R
Managing the organisation	Assessment Method	Managing the organisation	Assessment Method
<ul style="list-style-type: none"> • Ability to work with and analyse data • Working well in teams to promote change and confidence • Demonstrating excellent communication and presentation skills • Supporting, motivating and inspiring colleagues and leading by example • Managing own workload whilst supporting the wider needs of the department • Developing the skills of consistency when working with all stakeholders in all areas • Ability to comply with all requirements associated with examinations and specifications 	<ul style="list-style-type: none"> • I/R • A/I • A/R • A/I/R • A/I • A/I • A/I • A/I 	<ul style="list-style-type: none"> • Working with external bodies • Managing challenge effectively 	<ul style="list-style-type: none"> • I/A • I
Securing accountability	Assessment Method	Securing accountability	Assessment Method
<ul style="list-style-type: none"> • Contributing to an effective team where everyone feels valued • Analysing and presenting information to secure future improvements • Promoting health, safety and welfare of students 	<ul style="list-style-type: none"> • A/I/R • A/I • A/I 	<ul style="list-style-type: none"> • Working with others to evaluate student performance 	<ul style="list-style-type: none"> • I
Strengthening community	Assessment Method	Strengthening community	Assessment Method
<ul style="list-style-type: none"> • Fostering a positive culture for improvement • Establishing links for extending learning with the wider community • Effective communication with parents and other stakeholders 	<ul style="list-style-type: none"> • A/I • A/I • A/I 		

December 2019

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken has not been identified.