Person Specification

Post: Assistant Head of Department

Attributes	Essential	Desirable	How identified
Qualifications	• Qualified Teacher Status • Good honours degree	• Relevant CPD	• Application • Certification
Experience	• Values driven • Strong teaching ability backed up by good and outstanding outcomes • Tailored teaching that challenges and supports students • Data driven planning to target instruction	• Working in an inner-city area of high deprivation • Responsibility within a school	• Application • Interview • References
Knowledge and skills	• High expectations which motivate and challenge students • Excellent subject and curriculum knowledge • Intelligently sequenced planning • Highly tailored planning • Razor-sharp focus on data • Effective use of formative assessment • Behaviour management to support a disciplined and joyful culture • Commitment to safeguarding	• Understanding of what makes a Dixons academy different and successful • Coaching and practice • Cognitive science in education • SEND theory and practice	• Application • Interview • References
Character	• Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy	• Willingness to offer extra-curricular provision	• Application • Interview • References