



Person Specification: Head of Department

| 1. Experience | Essential | Desirable | Application/Observation/Interview |
|---|-----------|-----------|-----------------------------------|
| a) Experience and expertise in the teaching of the subject up to and including A Level | ✓ | | Application/Interview |
| b) Evidence of outstanding and inspirational teaching | ✓ | | Application/Observation |
| c) Successful experience of leading a team | | ✓ | Application/Observation |
| d) Evidence of effective use of assessment for learning to enhance progress | ✓ | | Observation/Interview |
| e) Evidence of successfully managing a budget | | ✓ | Application/Interview |
| f) At least 3 years successful experience as a teacher within a high achieving secondary school | | ✓ | Application/Interview |

| 2. Qualifications or Training | Essential | Desirable | Application/Observation/Interview |
|---|-----------|-----------|-----------------------------------|
| a) Good honours degree + QTS | ✓ | | Application |
| b) Up to date knowledge of relevant issues in the teaching of the subject | ✓ | | Application/Interview |
| c) Relevant professional development over the last two years | ✓ | | Application |
| d) Ability to offer a second subject | | ✓ | Application/Interview |

| 3. Practical Skills | Essential | Desirable | Application/Observation/Interview |
|--|-----------|-----------|-----------------------------------|
| a) Innovative with the drive to see developments and initiatives through to a conclusion | ✓ | | Application/Interview |
| b) An outstanding team/project leader | ✓ | | Application/Interview |
| c) Excellent ICT skills | ✓ | | Application/Interview |
| d) Excellent personal organisation, including the ability to delegate effectively | ✓ | | Application/Interview |
| e) Excellent communication skills – both written and oral | ✓ | | Application/Interview |

| 4. Personal Qualities & Attributes | Essential | Desirable | Application/Observation/Interview |
|--|-----------|-----------|-----------------------------------|
| a) Able to lead and inspire others, and develop colleagues and students | ✓ | | Application/Interview |
| b) Able to monitor, manage, challenge and support staff in the department | ✓ | | Application/Interview |
| c) A strong commitment to and ability to articulate & model the values and inclusive christian ethos of the Green School Trust | ✓ | | Application/Interview |
| d) Professional persona and positive mindset | ✓ | | Observation/Interview |
| e) Willingness to contribute to extra-curricular activities and the wider life of the school | ✓ | | Interview |
| f) Evidence of wider professional effectiveness and outward looking approach | | ✓ | Application/Interview |
| g) Be committed to and be able to actively demonstrate safeguarding and promoting the welfare of children | ✓ | | Application/Observation/Interview |

