



## Head of Department

## Person Specification

### Essential requirements

#### Experience:

- Able to teach, support and motivate students of all abilities and ages including an understanding of effective behaviour strategies.
- A record of good/outstanding practice and results as a classroom practitioner.
- Evidence of leading and raising standards in English.
- Able to demonstrate effective practices in the promotion and achievement of raising attainment.
- A good knowledge of current curriculum development initiatives nationally
- Evidence of successful middle/senior leadership.
- Able to accept autonomy and operate professionally maintaining the trust of colleagues.
- Commitment, drive and the ability to achieve the highest standards and best practice across all aspects of the College.
- Has knowledge and understanding of leading monitoring, assessment, recording and reporting of pupil progress across a subject area
- Evidence of improving Teaching and Learning within an English department
- Evidence of ability to develop excellent relationships with both adults and young people.
- Understanding the importance of developing positive links and relationships within school and all its stakeholders.
- Has led or contributed to the development of staff teaching and learning skills outside of their curriculum area.

#### Qualifications/Training:

- Degree or equivalent.
- Qualified Teacher Status.
- Evidence of ongoing professional development eg- Middle/Senior Leadership Development
- Evidence of outstanding learning and teaching.

#### Practical skills:

- Able to enthuse, inspire, motivate and lead staff.
- A good role model for staff.
- Able to operate and think strategically.
- Able to manage change and to adopt and promote a forward thinking innovative approach to development.
- High level ICT skills.
- High level of commitment and enthusiasm for raising attainment.
- Evidence of leading initiatives to successful outcomes.
- Willing to contribute to extra-curricular activities.
- Approachable and demonstrates high level of interpersonal skills.
- Ability to set targets, meet deadlines and to work under pressure.
- Able to prioritise and manage own time effectively.

#### Personal qualities and attributes:

- Adopts a collegiate and collaborative approach to leadership.
- A high level of emotional intelligence.
- Passion for getting the best out of young people.
- Openness sense of humour, energy and enthusiasm.