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| Screen Clipping | Person SpecificationHead of Department February 2018 Montsaye is committed to safeguarding and promoting the welfare  of children and young people and expects all staff to share this commitment. |

|  | **Essential**  It is essential candidates can provide evidence of: | **Desirable**  It is desirable candidates can provide evidence of: |
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| **Qualifications** | Degree  Qualified teacher status  Broad relevant in-service experience | Having obtained further appropriate professional qualifications |
| **Experience/ Skills** | An outstanding classroom practitioner  Relevant teaching experience with an ability to teach across the age and ability range and provide evident of strong performance in that role  Clear understanding of good teaching and learning practice  Successful experience of raising the professional performance of staff  Ability to establish good working relationships with all staff  Good administrative and organisational skills  Clear understanding of the requirements of effective departments teams  Experience of effective development planning.  Experience of effective monitoring and evaluation strategies.  High levels of competence in the use of ICT for teaching and for leadership tasks  Experience of using data to support student achievement  Understanding of the current issues in education  Clear knowledge of current curriculum issues relating to academic performance | Standards raised in own department  Experience of the management of the professional development of others, including performance management Ability to support individuals/teams to improved teaching and better learning  Ability to signpost the impact of leadership activities on outcomes  Individual/collective responsibility for whole school development initiatives which have been evaluated and are successful  Ability to support middle leadership colleagues in raising achievement. |
| **Written application / Communication** | A well constructed, legible application  Highly developed communication skills in both oral and written forms |  |
| **Relationships / Management style** | Highly developed skills in managing people and an ability to establish good working relationships with staff, students and other key groups  A well-defined personal philosophy of education, which has guided leadership activity  Evidence of effective and constructive management of change  Ability to think strategically  Ability to delegate  Ability to challenge positively  Open style | Evidence of effective working relationships particularly the management of others  Evidence of using leadership skills effectively  Evidence of strategic thinking skills |
| **Equal Opportunities** | An understanding of issues regarding equal opportunities for all | Examples of good practice from their own experience |
| **Health/Personal qualities** | Evidence of a good attendance and punctuality record  Ability to remain positive and adopt a ‘can do’ approach’  Capacity for hard work  Discretion / integrity  Well-developed interpersonal skills  Resilience  Sense of Humour |  |
| **Disclosure and Barring Service Check** | Willingness to provide a full Disclosure and Barring Service disclosure |  |