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| Screen Clipping | Person SpecificationHead of Department February 2018Montsaye 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** | DegreeQualified teacher statusBroad relevant in-service experience | Having obtained further appropriate professional qualifications |
| **Experience/ Skills** | An outstanding classroom practitionerRelevant teaching experience with an ability to teach across the age and ability range and provide evident of strong performance in that roleClear understanding of good teaching and learning practiceSuccessful experience of raising the professional performance of staffAbility to establish good working relationships with all staffGood administrative and organisational skillsClear understanding of the requirements of effective departments teamsExperience 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 tasksExperience of using data to support student achievementUnderstanding of the current issues in educationClear knowledge of current curriculum issues relating to academic performance | Standards raised in own departmentExperience of the management of the professional development of others, including performance management Ability to support individuals/teams to improved teaching and better learningAbility to signpost the impact of leadership activities on outcomesIndividual/collective responsibility for whole school development initiatives which have been evaluated and are successfulAbility 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 groupsA well-defined personal philosophy of education, which has guided leadership activityEvidence of effective and constructive management of changeAbility to think strategicallyAbility to delegateAbility to challenge positivelyOpen style | Evidence of effective working relationships particularly the management of othersEvidence of using leadership skills effectivelyEvidence 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 recordAbility to remain positive and adopt a ‘can do’ approach’Capacity for hard workDiscretion / integrityWell-developed interpersonal skillsResilienceSense of Humour |  |
| **Disclosure and Barring Service Check** | Willingness to provide a full Disclosure and Barring Service disclosure |  |