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| **Person Specification**  |
| **Head of Subject** | **Essential** | **Desirable** |
| *Qualifications,* *Educational,* *Training*  | Degree and teaching qualification. Recent relevant in-service training.  | Post-graduate qualification. Professional qualification e.g. “Leading from The Middle”.  |
| *Relevant* *Experience*  | Successful teaching experience including the teaching of subject to GCSE level Contribution to the work of the subject area including involvement in course planning, development and evaluation.  | Experience of responsibility within the subject or other relevant area. Evidence of a contribution to wider educational issues. Experience in developing whole-school policies and strategies. |
| *Knowledge, skills,* *abilities*  | Excellent classroom practitioner. Very good oral and written communication skills. Ability to exercise control in the classroom and encourage good behaviour. Ability to generate enthusiasm for the subject and for learning in general. Ability to work as part of a team. Ability to plan, organise, review and adapt. Excellent ICT skills.Ability to lead INSET. | Knowledge of SIMS or similar.  |
| *Leadership*  | Ability to lead a team. Ability to motivate, support and inspire trust in others. Ability to confront and resolve problems. Ability to innovate and manage change.  |
| *Safeguarding* | A commitment to safeguarding and promoting the welfare of children and young people. | Up-to-date portable DBS certificate. |