



QUEENS' SCHOOL

Dare to be Great

HoD Person Specification

Job Title: Head of Department	Salary: MPS/ UPS TLR2c
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The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understand of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

		Essential	Desirable
Education/Qualifications and Training	Good first degree or equivalent academic qualification	X	
	Qualified teacher status	X	
	Further relevant professional or academic qualifications		X
	Evidence of and commitment to continuing professional development	X	
Experience	Substantial teaching experience across the key stages	X	
	Proven track record of good/outstanding teaching and excellent outcomes	X	
	Interpreting data and translating this to priorities for improvement		X
Knowledge and Understanding	Thorough subject knowledge and an understanding of National Education issues	X	
	Current curriculum development initiatives nationally		X
	Effective teaching and learning strategies	X	
	Interpretation of data, tracking student achievement and intervention strategies to secure progress		X
	Drive, sense of purpose, commitment and perseverance	X	

Personal Skills and Attributes	Ability to inspire, challenge, motivate and empower teams and individuals to achieve	X	
	Excellent interpersonal skills	X	
	Ability to use information technology to enhance data analysis and make effective use of data and communicate its significance to others	X	
	Demonstrate resilience, optimism and empathy	X	
	Excellent communication and presentation skills, oral and written	X	
	Be aware of own strengths and areas for development. Listen to and reflect upon feedback and act appropriately Evidence of successful coaching of colleagues	X	
Checks	Enhanced DBS, Clearance for Prohibition Check and Right to Work in the UK	X	

Queens' School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All posts are exempted under the Rehabilitation of Offenders Act 1974. Appointments will be conditional upon the receipt of a satisfactory response to a check of police records via the Disclosure and Barring Service and references from previous employers. We are an Equal Opportunities employer.

Name:	Date:
Signature:	