



PERSON SPECIFICATION - Head of Geography

	Essential	Desirable	How identified
1. Qualifications You will have:	<ul style="list-style-type: none"> • Qualified Teacher Status. • Good Honours degree in a relevant discipline. • Can clearly demonstrate preparation for a Middle Management position through relevant professional development/Inset. 	Evidence of continuing personal and professional development.	Application Form
2. Background and Experience You will have:	<ul style="list-style-type: none"> • Successful teaching experience in a secondary school. • The experience of and ability to teach Geography through to A-level. • Be an acknowledged outstanding classroom practitioner. • Ability to lead, inspire, motivate and manage people. • Proven good leadership/management skills. • Experience of leading and managing a team. • Can clearly demonstrate in letter of application being <u>highly</u> successful and effective in current or most recent post. • Demonstrate in your career to date your commitment and passion for ensuring the achievement of all students regardless of background and/or ability. • Good ICT skills enabling you to audit, monitor and evaluate relevant data and information on students. 	Experience of contributing to whole school improvement initiatives. Experience of contributing to the management and leadership of the curriculum area in some respect. Experience of training and developing staff. Experience of working with the wider community - outside agencies - other schools. Demonstrate commitment to a school through involvement with extra-curricular activities. Demonstrate contribution to a school's wider community.	Application Form Application Form/ Selection Procedure
3. Professional knowledge and understanding You will have knowledge and understanding of:	The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for <u>ALL</u> students.	The current use and future potential of ICT to aid teaching and learning of the subject, and to assist with subject management.	

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Professional knowledge and understanding (Cont'd)	<p>Can demonstrate:</p> <ul style="list-style-type: none"> • excellent subject knowledge; • knowledge of current curriculum requirements, including assessment, recording and reporting of students' attainment and progress at KS3, 4 & 5; • high order awareness of current national thinking on developments and strategies in delivery of high quality Geography teaching. <p>Can expound a clear understanding for what makes a successful Geography Department.</p>		<p>Selection Procedure</p> <p>Selection Procedure</p>
<p>4. Skills You will:</p>	<p>Manage a classroom well and have the ability to teach outstanding lessons.</p> <p>Have <u>proven</u> good leadership/management skills.</p> <p>Can clearly demonstrate, with examples, the ability to initiate, lead and manage change to a successful conclusion.</p> <p>Good ICT skills. The ability to apply these skills to Educational Management.</p> <p>Communicate effectively through various media formats, with other staff, students, parents and stakeholders.</p> <p>Excellent communication skills.</p> <p>Devolve responsibilities and delegate tasks as appropriate.</p> <p>Think creatively and imaginatively to anticipate and solve problems and identify opportunities.</p> <p>Inspire and motivate others.</p> <p>Consistently meet deadlines.</p> <p>Set standards and provide a role model for students and other staff.</p> <p>Ability to take on numerous roles within a team to enable it to function efficiently.</p> <p>Chair meetings effectively.</p>	Confident public speaker.	Selection Procedures

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5. Personal Qualities You are:	<p>An individual with energy, vigour and perseverance around the school - has a substantial presence and personal impact - the 'wow' factor.</p> <p>Willingness to take interest in own professional development.</p> <p>Self confident, can take difficult decisions and have an inner strength and resilience.</p> <p>Displays an awareness, understanding and commitment to the protection and safeguarding of children and young people</p> <p>Very strong interpersonal skills.</p> <p>Works well in a team.</p> <p>Decisive.</p> <p>Open to advice and constructive criticism.</p> <p>Supportive of colleagues.</p> <p>Enthusiastic - displays drive and determination.</p> <p>High integrity - honest, trustworthy and reliable.</p> <p>Discreet</p> <p>Diplomatic and tactful</p> <p>Creative</p> <p>Analytical</p> <p>Optimistic</p> <p>Enjoys working with young people and adults.</p> <p>Ability to 'switch off', relax, 'chill out' and re-charge batteries!</p> <p>A good sense of humour absolutely essential!!!</p>	<p>Ambitious and have a clear personal career path and development strategy.</p>	<p>Selection Procedures</p>
6. Attitude: You believe in:	<p>Equal opportunities & comprehensive education.</p> <p>The creative quality of individuals.</p> <p>A positive view of behaviour management.</p> <p>Promoting a positive image of the school.</p> <p>A work/life balance.</p>		<p>Selection Procedures</p>
7. Personal Presentation	<p>Good personal, professional standard of dress and presentation and high expectations of others.</p>		<p>Selection Process</p>

All candidates for this post must be in a position to secure a reference from their current Headteacher or Senior Line Manager (if working for Advisory Service or LA) which endorses their achievements, skills and attributes and recommends them for this position unreservedly.