

## Person Specification

### Post: Head of Department

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>	<ul style="list-style-type: none"> <li>• Relevant CPD</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> </ul>
<b>Teaching and Learning Experience</b>	<ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by good and outstanding outcomes</li> <li>• Measurable impact</li> <li>• Tailored teaching that challenges and supports students</li> <li>• High quality curriculum development</li> </ul>	<ul style="list-style-type: none"> <li>• Working in an inner-city area of high deprivation</li> <li>• Responsibility within a school</li> <li>• Leading a Department</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students and staff</li> <li>• Excellent subject and curriculum knowledge</li> <li>• Intelligently sequenced planning</li> <li>• Razor-sharp focus on data</li> <li>• Effective use of summative and formative assessment</li> <li>• Manage behaviour to ensure a disciplined and joyful culture</li> <li>• Build a cohesive team and create clarity</li> <li>• Develop others</li> <li>• Commitment to safeguarding</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Experience of being a coach</li> <li>• Strong analytical and strategic thinking skills</li> <li>• Simplify complex issues and develop innovative solutions</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul>