**Dene Community School HEAD OF GEOGRAPHY - PERSON SPECIFICATION**

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| Essential Requirements | **Evidenced by** | **Desirable** | **Evidenced by** |
| 1. **Education and Training**
* Qualified Teacher status;
* First degree or equivalent in Geography / Humanities / RE.
 | Application form, C.V. and reference |  | C.V. and Application Form |
| 1. **Relevant Experience**
* Teaching experience within a Secondary School;
* Successful experience of Leadership within a secondary school;
* Experience of successful and co-operative working as a member of a team;
* Track record over time of raising pupil achievement;
* Teaching experience covering 11-16 age range;
* Developing relevant strategies to improve the quality of teaching and learning in your subject;
* Understanding of need to differentiate materials for pupils of all abilities.
 | Application form, Interview, References and C.V. | Experience of teaching GCSE classes across the key stages and ability ranges;Understanding of the role and responsibilities of Form Tutor.  | Application form,C.V. and References |
| 1. **Aptitude and Skills**
* Good communication skills;
* Good Leadership skills.
 | Letter of Application and interview | Ability to use ICT;Willingness to contribute to extra-curricular work of the school (lunchtime clubs/after school). | References and C.V. |
| 1. **Personal Qualities**
* Ability to work as a member of a team;
* Ability to demonstrate enthusiastic, sensitive, resilient and appropriate focused leadership whilst working with others;
* Ability to initiate and lead change;
* High quality care guidance and support for pupils and parents;
* Evidence of being able to build and sustain effective working relationships with staff, Governors, parents and the wider community;
* Flexibility and adaptability in order to be able to mix and work with a wide range of people;
* Commitment to inclusive education;
* Work independently and meet deadlines.
 | Application form,References and interview | Good sense of humour;Ambition and potential to progress to Senior Leadership Team;Able to deliver curriculum creativelyAn ability to bring a subject to life by teaching creatively; A desire to become involved in the wider school community.  | Application form,Interview and discussion. |
| Specific Knowledge* Sound working knowledge of National Curriculum at KS3 & KS4. (Subjects);
* A clear vision and understanding of the needs of Secondary students in order to ‘close the gap’ in learning for all learners;
* Detailed knowledge of the structure and content of the current secondary curriculum.
 | Interview and discussion with Subject Team Leader | Sound ability to plan and deliver lessons using a variety of teaching styles;Understanding and knowledge of current issues in education. | References, interview and practical exercise |