**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 creatively  An 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 |