

## THOMAS HARDYE SCHOOL PERSON SPECIFICATION

Head of DT	ESSENTIAL	DESIRABLE
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>• Education to degree or equivalent level + QTS</li> <li>• Evidence of recent professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of further professional study and/or qualification</li> </ul>
<b>Specialist Knowledge &amp; Skills</b>	<ul style="list-style-type: none"> <li>• Outstanding teacher</li> <li>• Up to date knowledge of curriculum and assessment developments</li> <li>• Ability to use data and strategic information to raise student attainment</li> <li>• ICT competency</li> <li>• Knowledge and understanding of safeguarding issues</li> <li>• The ability to make accurate judgements about the quality of teaching and learning and use that information to raise standards</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of post-16 data</li> <li>• Ability to work with SiMS or other management system</li> </ul>
<b>Leadership &amp; Management</b>	<ul style="list-style-type: none"> <li>• Ability to set clear expectations, to demand high standards and to hold others to account</li> <li>• Positive attitude towards change</li> <li>• Innovative and self-reflective</li> <li>• The ability to plan and prioritise, to complete tasks efficiently on time, and to work with detail</li> <li>• The ability to motivate and enthuse colleagues</li> <li>• Excellent communication and interpersonal skills</li> <li>• Ability to chair meetings effectively and delegate</li> <li>• Good negotiating skills and the ability to diffuse situations</li> <li>• Resilience when faced with complex situations</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent presentation skills with the ability to lead staff training and contribute to the activities of the Teaching School</li> </ul>

<b>Relevant Experience</b>	<ul style="list-style-type: none"> <li>• Recent experience in a comprehensive school, including sixth form experience</li> <li>• Experience of working in a leadership role</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of supporting other schools or colleagues</li> </ul>
<b>Additional Requirements</b>	<ul style="list-style-type: none"> <li>• Commitment to continuous improvement</li> <li>• Commitment to meeting the needs of all students</li> <li>• Sense of humour</li> <li>• Flexible approach</li> <li>• Able to work independently <b>and</b> as part of a team</li> <li>• Approachable and sensitive to the needs of others</li> <li>• Openness and willingness to address and discuss relevant issues</li> <li>• Presence, drive and passion</li> <li>• Excellent organisation and the ability to work under pressure</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to take part in extra-curricular activities, including trips and visits, and to make a significant contribution to the wider life of the school</li> </ul>