

THOMAS HARDYE SCHOOL PERSON SPECIFICATION

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

Experience	<p>school, including sixth form experience</p> <ul style="list-style-type: none"> • Experience of working in a leadership role 	<p>other schools or colleagues</p>
Additional Requirements	<ul style="list-style-type: none"> • Commitment to continuous improvement • Commitment to meeting the needs of all students • Sense of humour • Flexible approach • Able to work independently and as part of a team • Approachable and sensitive to the needs of others • Openness and willingness to address and discuss relevant issues • Presence, drive and passion • Excellent organisation and the ability to work under pressure 	<ul style="list-style-type: none"> • 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