

Person Specification

Head of ADT

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good Degree • Clear evidence of continuing professional development 	
Experience	<ul style="list-style-type: none"> • Extensive experience of leading, coordinating and monitoring across an ADT Department or of a significant area within an ADT Department (e.g.KS3/KS4/KS5,AFL) • Clear evidence of line managing a team of staff • Clear evidence of successful teaching across the full ability and age range at examination level • Clear evidence of raising student achievement within a successful department • Experience of raising the achievement of targeted groups • Experience in a multi-cultural environment 	<ul style="list-style-type: none"> • Experience of teaching/leading curriculum development outside subject area • Experience of leading a whole school production or involvement in one
Skills/Qualities Attributes and knowledge	<ul style="list-style-type: none"> • Knowledge of current national developments in education, teaching and learning • An outstanding teacher • Effective organisational skills with the ability to meet deadlines • Ability to gather, analyse and interpret data to establish benchmarks and set challenging targets for improvement • Dynamic and innovative 	

	<p>approach to teaching and learning developments within a department</p> <ul style="list-style-type: none"> • Ability to model effective teaching methods in order to raise achievement • Ability to assess and promote students' progress in a variety of ways • Excellent interpersonal and communication skills • Confident use of ICT • Ability to plan strategically in order to raise achievement • Ability to lead and influence others • Ability to build positive working relationships with colleagues and provide support through coaching/line management • High level of written, oral and presentational skills and excellent organisational skills • Evidence of having carried out lesson observations, provide feedback and set suitable targets • Evidence of having lead, managed and implemented changes to curriculum • Evidence of having motivated and effectively managed students in large groups and individually 	
<p>Personal attributes</p>	<ul style="list-style-type: none"> • To be interested in young people, how they learn and in developing ways of removing barriers to learning • To have a strong commitment to extra-curricular activities • Evidence of successful interventions to prevent underachievement • Evidence of having built a sense of team work and a 	<ul style="list-style-type: none"> • Leads by example and able to vary leadership style to best address leadership and management issues • A reflective leader who can build capacity in the department through delegation and accountability

	<p>collaborative approach</p> <ul style="list-style-type: none">• Commitment to and understanding of collective responsibility and distributed leadership• Willingness to attend outside meetings and to work outside the timetabled day• Flexible approach and a sense of proportion• Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour• Approachable, consistent, resilient and highly emotionally intelligent.	
--	---	--