

## Person Specification: Head of Department, Cambourne Village College

Qualifications	Essential	Desirable
5 GCSEs including English and Maths	√	
Good Honours Degree	√	
Further academic qualifications		√
QTS	√	
Evidence of involvement in continuing professional development activities	√	
<b>Successful Experience of:</b>		
Middle Leadership		√
Developing and implementing inspiring teaching materials	√	
Sharing good practice	√	
Using ICT to inspire and motivate pupils	√	
Managing challenging pupil behaviour	√	
Contributing to successful improvement strategies	√	
Monitoring, tracking and evaluating student progress	√	
Developing strategies to improve pupil performance	√	
Collaborating with other professionals to improve outcomes	√	
Leading teaching initiatives		√
Supporting other colleagues	√	
<b>Knowledge and Skills:</b>		
Excellent organisational skills	√	
Excellent communication skills	√	
Excellent subject knowledge	√	
Excellent classroom practitioner	√	
Ability to form effective working relationships	√	
Ability to use data effectively to analyse progress	√	
<b>Personal Attributes</b>		
Commitment to cross-curricular initiatives to enhance pupil progress	√	
Commitment to extra-curricular learning	√	
Willingness to embrace new technologies and software to enhance pupil progress	√	
High personal motivation	√	
Ability to inspire and lead	√	
Desire to innovate	√	
Creative approach to problem solving	√	
Optimism	√	

Resilience	√	
Empathy	√	
Honesty and Integrity	√	
Strong team player	√	