

THE BISHOP OF WINCHESTER ACADEMY

Person Specification – Head of Department

Ethos

Essential

- Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.
- Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
- All academy post-holders are expected to contribute to the development of young people and the community.

General

Essential

- An inspirational leader and strategist, passionate about teaching and learning and the Quality of Education.
- Respectful towards all students, with an unshakeable belief in their entitlement to a high-quality education, whatever their circumstances and ability.
- Committed to raising standards of achievement.

Qualifications

Essential

- First degree or equivalent, and QTS.
- Recent relevant training in educational management.

Experience

Essential

- Successful experience as a leader and manager in education.
- Successful involvement in performance management, self evaluation processes and data analysis as an aid in personal and institutional improvement, development and change.
- Implementation of initiatives for raising attainment and raising the quality of teaching and learning.
- Successful working relationships with students, staff, parents/carers, Governors and the Local Authority.
- Successful experience in leading and managing change and innovation in seeking high performance.
- Effective development of practices to support the concept of inclusive education.
- Driving and promoting subject expertise

Leadership and Management

Essential

- Ability to articulate and communicate the vision and embody the values that make the Academy unique, ensuring that they are translated consistently by leadership and management, enabling the highest levels of student achievement.
- Enthusiasm to take the Academy forward through a process of change, development and ongoing improvement which is based on critical evaluation, sound planning and challenging targets.
- Commitment to leadership by example.
- Proven practice in selecting, leading, motivating and supporting staff to achieve high standards for all.

Knowledge and Understanding

Essential

- A clear understanding of key issues relating to the development of the ethos.
- Sound knowledge of appropriate strategies that underpin the further raising of pupil attainment.
- The application and potential of ICT in education.

Skills and Abilities

Essential

- Able to lead, motivate and develop people of all ages to work individually and in teams towards a common goal.
- Able to make decisions, identify and solve problems based on thorough analysis and sound judgement.
- Able to analyse and use data to establish benchmarks and set challenging targets for improvement.
- Excellent interpersonal, written and oral communication skills.
- Strong organisational skills and ability to work well under pressure, delegate, plan and manage time effectively.
- Personal resilience and the ability to maintain staff morale at times of pressure and change.
- Able to plan strategically for the future including curriculum, teaching strategies and staff and resource deployment.

Personal Qualities and Attributes

Essential

- Committed to ongoing personal and professional development.
- Present a positive role model in carrying out duties and when representing the Academy.
- Possess integrity and relate appropriately to inspire commitment, enthusiasm and confidence from staff, students, governors and parents/carers.
- A life-long learner who understands the importance of new ideas, taking risks and using challenges as an opportunity to grow and learn.
- A willingness to personally embrace and celebrate the ethos and values of the Academy.