

<b>Head of Department (Art and Design)</b>			
<b>Qualifications and Professional Development.</b>	<b>Essential/Desirable</b>	<b>How it will be identified.</b>	
Qualified Teacher Status	E	Application process and verification of professional credentials.	
Degree	E		
Evidence of recent, relevant and continued professional development	E		
Enhanced DBS check	E		
Recent qualifications/or CPD relating to education, teaching and learning, management, school leadership etc	D		
<b>Experience</b>			
An exemplary classroom practitioner with the ability to teach Art and Design across KS3 and KS4	E	Application process. Selection process. Interviews. References.	
Ability to teach Art and Design across KS5	D		
Knowledge and understanding of teaching and learning at KS3, KS4 & KS5	E		
Experience of improving the standards of teaching and learning through the use of pupil performance data	E		
Experience of working with children identified as being vulnerable to underachievement and ensuring improvements for these children	E		
A minimum of 2-4 years teaching experience	D		
Experience of line management and performance appraisal	D		
Curriculum and/or pastoral leadership demonstrating a measurable impact on standards of teaching/learning or pupil well-being	D		
Experience of budget management	D		
<b>Leadership knowledge and skills</b>			
A clear understanding of the principles and strategies that promote the highest quality teaching, learning and pastoral support	E		Application process. Selection process. Interviews. References.
Current knowledge and understanding of the national agenda for subject and education	E		
Excellent interpersonal skills	E		
Involvement in school/department self-assessment and school/department improvement planning	D		
To think strategically and support the Headteacher in building and communicating a coherent vision	D		
Experience and understanding of school data analysis and the ability to use data to set and achieve targets for improvement	D		
The knowledge of collaboration with other schools	D		
<b>Personal attributes and skills</b>			
Work as part of a high performing team	E	Application process. Selection process. Interviews. References.	
Communicate effectively both orally and in writing with a wide range of audiences	E		
Maintain and further develop the excellent relationships that exist between the School, the staff, students, parents, governors and wider community	E		
Successfully inspire, lead, manage and motivate staff and/or students to maximise their potential	E		
Reliability, integrity, credibility, loyalty, a sense of perspective and humour	E		
Commitment to promote the caring community ethos of the School and its teamwork approach	E		
Ability to deploy a range of leadership skills appropriately	E		
Demonstrate self-management including time management, working under pressure and meeting deadlines	E		
Ability to manage and resolve conflict effectively and sensitively	E		