



BIRCHENSALE MIDDLE SCHOOL

PERSON SPECIFICATION

JOB TITLE: HEAD OF YEAR (PASTORAL)

| | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
|------------------------------------|---|----------------------------------|--|
| Qualifications and training | <p>The successful candidate will:</p> <ul style="list-style-type: none"> • Be a graduate with Qualified Teacher Status. • Have recent relevant professional development. | Higher degree. | <p>Application form</p> <p>References</p> |
| Experience | <p>The successful candidate will have the ability to:</p> <ul style="list-style-type: none"> • Provide strong leadership and support. • Think strategically. • Analyse and solve complex issues. • Delegate effectively. • Work effectively with staff, pupils, governors, parents and the community. • Manage and lead a team of teachers. • Liaise and work with other middle managers. • Inspire and lead a year group. • Promote learning and set targets appropriate to pupils' needs. • Liaise with outside agencies. | | |
| Knowledge and skills | <p>The successful candidate will have a strong knowledge of:</p> <ul style="list-style-type: none"> • Special educational needs policy. • Child protection issues. • Strategies for school improvement. • Strategies for effective teaching and learning. • Data analysis and target setting. • Strategies for ensuring good behavior. | | <p>Application form</p> <p>Interview</p> |
| Personal qualities | <p>The successful candidate will have:</p> <ul style="list-style-type: none"> • High levels of drive and energy. • Strong interpersonal skills. • The ability to instill high expectations. • The ability to make and justify difficult decisions. • The ability to work as part of a team. • The ability to impose calm in potentially stressful situations. • A positive outlook. | Ambitions for senior leadership. | <p>Application form</p> <p>References</p> <p>Interview</p> |

