**Person Specification**

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| **Post:** | **Head of Art and Design** |
| **Salary/Grade:**  **Responsible to:** | **NSP 1 – 9 + Responsibility Allowance C1 £5,159.99 to C3 £8,391.77**  **Assistant Principal: Higher and Adult Education and Practitioner Research Lead** |

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| **E: Essential** | **D: Desirable** |

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| **Criteria** | **E** | **D** | **Method of Assessment** |
| **Formal Qualifications** | | | |
| 1. Appropriate teaching qualification |  |  | Application |
| 1. A relevant higher education qualification |  |  | Application |
| 1. Evidence of continuing personal and professional development |  |  | Application |
| **Background & Experience** | | | |
| 1. Successful teaching experience /practice |  |  | Application / Interview |
| 1. Successful teaching experience/practice in 14-19 age range |  |  | Application/ Interview |
| 1. Experience of setting and achieving high personal standards in the delivery of teaching |  |  | Application/ Interview |
| 1. Experience of successful leadership and management of a department or team of staff. |  | ✓ | Application/ Interview |
| 1. Experience of setting and achieving high standards in student achievement |  |  | Application/ Interview |
| 1. The ability to lead and motivate a team to ensure successful student experience and outcomes |  | ✓ | Application/ Interview |
| 1. A creative and innovative approach to the development of teaching and learning |  |  | Interview/Teaching Obs |
| 1. An ability to contribute to teaching on a range of courses at several levels |  |  | Application/ Interview |
| 1. A willingness to arrange and accompany students on a variety of visits and trips |  |  | Application/ Interview |
| 1. An ability to build upon and further develop existing links with local organizations |  |  | Application/ Interview |
| 1. An understanding of issues relating to teaching and learning in further education |  |  | Application/ Interview |
| 1. A knowledge of self-assessment and quality assurance methods |  |  | Application/Interview |
| 1. Demonstrate an ability to undertake administrative tasks for the role |  |  | Application/Interview |
| 1. An ability to respond flexibly to new challenge and opportunities |  |  | Interview |
| 1. The ability to comply with the requirements needed to perform this role in relation to working with children and/or young people/ vulnerable adults |  |  | Application/Interview |
| **Personal Qualities** | | | |
| 1. Commitment to education and the value of learning |  |  | Application/Interview |
| 1. Self-motivated |  |  | Interview/Reference |
| 1. High personal standards |  |  | Interview/Reference |
| 1. An ability to work well as an individual and as a member of a team |  |  | Interview/Reference |
| 1. An empathy with post 16 students and the ethos of the college |  |  | Interview/Reference |
| 1. A commitment to equal opportunities and awareness of the needs and sensitivities of students from a range of cultural backgrounds and/or disabilities |  |  | Interview/Reference |
| 1. Excellent communication and interpersonal skills |  |  | Interview/Reference |
| 1. Enthusiasm and a commitment to provide quality learning experiences. |  |  | Interview/Reference |
| 1. ICT Literate |  |  | Application/Interview |