



**St Thomas More Catholic School, Blaydon**  
**Person Specification for Head of Department**

E = Essential
D = Desirable

<b>[A] Faith Commitment</b>	
● Practising Catholic	<b>D</b>
● Practising Christian	<b>D</b>
<b>[B] Qualifications, Experience and Professional Development</b>	
● Qualified Teacher Status	<b>E</b>
● Degree	<b>E</b>
● Professional Development in preparation for Middle leadership	<b>D</b>
● Experience as a successful Middle leader	<b>D</b>
● Evidence of outstanding or good classroom practice	<b>E</b>
● Relevant, recent experience of teaching in a Catholic School	<b>D</b>
● Relevant, recent experience of teaching the full age range in a 11-18 School	<b>D</b>
<b>[C] Personal Skills and Attributes</b>	
The ability to...	
Respect the dignity of each person valued and loved by God	<b>E</b>
Inspire, challenge, motivate and empower teams and individuals to achieve	<b>E</b>
Demonstrate personal enthusiasm and commitment to leadership aimed at making a positive difference to children and young people	<b>E</b>
Build and maintain quality relationships through interpersonal skills and effective communication, as required in assisting with leading in the sixth form	<b>E</b>
Demonstrate personal and professional integrity, including modelling values and vision	<b>E</b>
Manage and resolve conflict	<b>E</b>
Prioritise, plan and organise self and others in addressing strategic direction of the department	<b>E</b>
Think analytically and creatively and demonstrate initiative in solving problems as required	<b>E</b>
Be aware of their own strengths and areas for development. Listen to, and reflect upon feedback and act appropriately	<b>E</b>
Empathise	<b>E</b>
Demonstrate a capacity for sustained hard work	<b>E</b>
Demonstrate resilience and optimism with good humour	<b>E</b>
Demonstrate impact and presence	<b>E</b>
Show commitment to sustain excellent attendance at work	<b>E</b>

**Application Form and Supporting Statement**

The form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post. This should be no longer than three sides of A4.