**Person Specification**

**Head of Midrasha**

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| **Criterion** | **Essential** | **Desirable** |
| **Professional Qualifications** | * A relevant professional qualification at degree level | * Evidence of continuing professional development |
| **Skills and Attributes** | * Effective and sensitive communicator to a range of audiences * Ability to successfully present, inform, interact and consult with staff * Sensitivity to the school ethos * Willingness to review and if necessary revise a standpoint * Willingness to seek advice and support when necessary * Approachable * Enthusiastic leader with ability to inspire trust and confidence * Flexible, energetic, determined * Ability to foster mutual respect in students and adults * Good problem solving skills * Organised, and able to work calmly and effectively under pressure * Able to motivate and encourage others especially in a period of challenge and change |  |
| **Teaching and Learning** | * Ability to educate, engage and inspire young people * Understanding of the use of a range of data to inform planning and underpin individual student progress * Understanding of the characteristics of effective teaching and learning and assessment strategies * Ability to monitor, evaluate and develop teaching and learning * Experience of, and commitment to, the education of the whole person promoting social and emotional well-being in addition to academic development * High expectations of students and colleagues |  |
| **Strategic Direction and Development** | * Able to lead, develop, share and realise strategic plans for the Subject Area * Able to motivate, challenge and empower others to deliver an improvement plan * Knowledge and understanding of educational trends * Commitment to the use of emerging technologies |  |
| **Accountability** | * Ability to build and maintain effective links with stakeholders * Ability to engage with parents in the education of their children * Ability to develop and present a coherent and accurate account of the Subject Area’s performance to a range of audiences including parents and external agencies |  |
| **Leading and Managing Staff** | * Ability to contribute to the recognition and effective use of the talents of the teaching team * Effective management of student behaviour * Ability to undertake effective performance management and development of staff * Ability to take difficult decisions and convey outcomes clearly and sensitively * Ability to foster an open, fair and equitable culture within the Subject Area |  |
| **Managing Resources** | * Ability to undertake financial planning and management of the Subject Area budget * Ability to manage and organise the Subject Area environment and resources effectively and efficiently to ensure they meet the needs of the curriculum and health and safety regulations * Ability to use a range of technologies to manage the Subject Area and to promote effective teaching, learning and assessment * Ability to work collaboratively with others |  |