**Person Specification**

**Head of Midrasha**

|  |  |  |
| --- | --- | --- |
| **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
 |  |