



Person Specification for: Head of IT and Business

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • A degree in Business Studies/IT or equivalent • Qualified Teacher Status 	
Professional Development	<ul style="list-style-type: none"> • Evidence of commitment to own professional development 	<ul style="list-style-type: none"> • Recent relevant in-service training.
Experience	<ul style="list-style-type: none"> • Evidence of high achievement in teaching • Evidence of developing the teaching of Business/ICT • Effective use of Assessment for Learning to engage students as partners in their learning • Experience of organising students into appropriate groups • Experience of planning INSET time to enhance the skills and abilities of colleagues • Experience of mentoring colleagues 	<ul style="list-style-type: none"> • Experience of conducting appraisal processes with colleagues. • Budget monitoring.
Knowledge	<ul style="list-style-type: none"> • Excellent subject knowledge and the ability to, and experience of planning the curriculum • Ability to teach Business/ICT across key stages and to all levels and abilities and to monitor this is in place across the department • Use of assessment and attainment data to improve practices and raise standards across the department • An understanding of the Health and Safety regulations affecting the curriculum area • Take ownership and offer leadership to the department around: aims and objectives, schemes of work, teaching methods, assessment, recording and reporting the classroom environment and curriculum adjustments to ensure that these matters are the focus of regular departmental discussion 	
Skills	<ul style="list-style-type: none"> • An enthusiastic and effective leader and manager • Excellent communication and presentation skills • Competent user of ICT • Ability to plan and resource effective interventions to meet curricular objectives • Ability to monitor and seek resources in line with budgets • Ability to analyse data to shape the direction of the department • Passion for teaching • Commitment, enthusiasm and resilience • The ability to work under pressure and the determination to succeed. 	

Personal	<ul style="list-style-type: none">• To be an inspirational leader to the department.	
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Any Special Conditions of Service:

There may be a requirement to work across all the academies within the MAT as deemed necessary in line with professional responsibilities. There is a requirement to submit to an enhanced Disclosure and Barring Service (DBS) check.

Resilience Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people and we expect all staff, volunteers, visitors and contractors to share this commitment. Shortlisted applicants will undergo relevant checks in line with statutory guidance and all appointees will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service.