

St Anne's Academy	Person Specification: Associate Director of Humanities
<p>Qualifications, professional development and personal qualities</p> <ul style="list-style-type: none"> • Education to Degree level • Qualified Teacher status • An excellent track record of recent, relevant professional development • Personal impact and presence • Reliability, resilience, determination and integrity 	<p>Experience</p> <ul style="list-style-type: none"> • Successfully leading and managing a strategy/intervention in Humanities • Experience in developing and implementing schemes of work in Humanities • Proven track record of successful Geography examination results at KS4 [essential] • Excellent classroom practitioner, specialising in Geography • Willing and enthusiastic contributor to a range of extracurricular and enrichment activities with a commitment to lead and develop such activities in the future
<p>Professional knowledge and understanding</p> <ul style="list-style-type: none"> • Ability to develop and monitor the quality of Humanities teaching and learning in the Academy • Ability to ensure that secure quality assurance procedures are in place within the Humanities Team • Ability to contribute significantly to Academy attainment targets 	<p>Communication skills</p> <ul style="list-style-type: none"> • Communicate effectively orally and in writing for a range of purposes to a variety of audiences • Negotiate and consult fairly and effectively • Manage communication processes and systems effectively
<p>Decision-making skills</p> <ul style="list-style-type: none"> • Make decisions based on analysis, interpretation and understanding of relevant data and information • Demonstrate good judgement and have due regard to confidentiality • Prioritise and manage own time effectively • Work effectively under pressure and to deadlines 	<p>Leadership and management skills</p> <ul style="list-style-type: none"> • Strategic vision • Work effectively both as a leader and as a member of a team • Initiate, lead and manage change • Prioritise, plan and organise • Direct and coordinate the work of others • Proven track record of mentoring team members to improve performance • Set high standards and provide a positive role model for students and staff • Use ICT for efficient and effective management and administration • Deal sensitively with people and resolve conflicts • Liaise effectively with other organisations and agencies at a local and national level

St Anne's Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.