

PANGBOURNE

— A community where you can flourish —

ASSISTANT HEAD TEACHER - TEACHER EXPERTISE & DEVELOPMENT - PERSON SPECIFICATION

Pangbourne College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

Job Title: Assistant Head Teacher Expertise & Development Department: SLT			
Qualifications	Essential	Desirable	Method of assessment
Relevant degree or equivalent	★		Application form
ECT or QTS	★		Interview
Able to teach a subject offered by the College to at least GCSE	★		
Masters degree in educational leadership or a field related to teaching and learning.		★	
Qualifications in instructional coaching		★	
Skills and Special Aptitudes	Essential	Desirable	Method of assessment
Excellent organisational, communication and interpersonal skills	★		Application form
A reflective approach to improving practice	★		Interview
Experience of educational leadership e.g. as a Head of Department or an aspect of whole school improvement	★		References
Experience of leading, planning and implementing effective improvement initiatives	★		Assessment exercise
A detailed understanding of cognitive science principles and how these relate to the classroom	★		
Making critical use of data to promote student achievement	★		
Experience line managing Heads of Department.		★	

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Experience implementing whole-school initiatives with demonstrable impact		★	
Experience of providing training and development programmes for teaching and support staff		★	

Personal Qualities	Essential	Desirable	Method of assessment
Passionate about teaching and learning; an advocate for excellence in the classroom	★		Interview Assessment exercise
Decisive with sound judgement and emotional intelligence	★		
Ability to encourage in students the enjoyment of the subject, and a responsibility for their own learning	★		
A sense of humour and integrity	★		
Enthusiasm to collaborate with colleagues		★	
Ambition to progress professionally		★	
Capacity to take calculated risks		★	
Offer shared interests with pupils through house or extra-curricular activities		★	
Special requirements	Essential	Desirable	
Promoting and safeguarding the welfare of children	★		
Compliance with Pangbourne College's Child Protection and Safeguarding Policy	★		
Current driving licence	★		