

Job Description

Post:	Deputy Head of Department
Salary Grade:	Salary ranges from A2 - A3 of the SCC Group pay scales. Progression is dependent upon performance. 0.1FTE remission will be provided to support this role.
Responsible to:	Head of Department

Key Purpose

To promote the highest levels of achievement for all students through the promotion of inspirational teaching and learning.
To lead, develop and monitor the curriculum so as to maximise the achievement of all students.
The successful candidate will teach within their department or a related department.

Duties & Responsibilities

A	Deputy Head of Department are responsible to the Head of Department for the organisation and teaching of their subjects in accordance with curricular policy laid down by the principal.
B	To monitor the performance of the students and develop strategies alongside the Curriculum Manager to improve retention, attendance and achievement where necessary.
C	To develop and maintain a close working relationship with the progress team, Learning Leaders and Digital Leaders to plan effective strategies for tackling student underachievement or attendance issues.
D	To develop, implement and monitor strategies to increase the value added achieved by the team.
E	To plan and monitor the development of clear and comprehensive schemes of work and high-quality assignments for all of the curriculum programmes.



F	To effectively lead and develop particular programmes. To be proactive in the monitoring of student progress, including attendance and assessments – such as IV and sample preparation.
G	To support the Head of Department in effectively deploying staff to deliver the curriculum.
H	To work with the Head of Department to drive the establishment of working relationships with external agencies.
I	Where appropriate to manage, develop and coach a group of staff and lead on curriculum area meetings, staff training and professional development.
J	Take reasonable care for the Health and Safety of self and others who may be affected by acts or occasions related to your work.
K	Other such relevant and appropriate duties as the Head of Faculty or Head of College shall require from time to time.

Variations to the job description may be required from time to time and when this arises there will be a discussion with the post holder.

All post holders are expected to comply with the College's policies and codes of practice in relation to Safeguarding, Equal Opportunity, Inclusive Learning, Health & Safety and Quality Assurance.

Post holder to sign the job description:

Date:

Name of the post holder:



Person Specification

	Essential			Desirable		
Qualification	1	Appropriate Degree, or equivalent.	Application / Certificate	A	A good honours degree in a curriculum related discipline.	Application / Certificate
	2	Teaching Qualification, or willing to work towards this.				
Professional Development	3	Evidence of ongoing Professional Development	Application / Interview	B	Evidence of delivery of subject specific CPD	
Experience	4	Experience of delivering a BTEC programme or an AS/A2 subject	Application / Interview	C	Proven record of successful delivery Vocational / AS / A2 programmes in a related subject.	Application & Microteach
				D	Proven record of driving improvement.	
Skills / Qualities	5	Ability to motivate students with differing abilities and needs.	Application / Interview	E	Evidence of use of successful strategies to improve attendance, retention and achievement as well as value added.	Application, Interview, Microteach and References
	6	Ability to effectively monitor student attainment and use data to improve performance.		F	Evidence of a solution focussed approach to solving problems.	
	7	Excellent communication, interpersonal and organisational skills.		G	Evidence of leading a team.	
Knowledge	8	Subject specialism knowledge.	Application / Interview	H	Knowledge and understanding course structure and assessment.	Application / Interview

Other	9	A commitment to high standards of student attendance, punctuality and attainment.	Application / Interview	
	10	Ability to work under pressure whilst maintaining accuracy and effective outcomes.		
	11	Ability to work on own initiative.		
	12	Flexible team player.		
	13	An ability to meet all of the objectives outlined in the job description for the post.		
	14	Commitment and responsibility to safeguarding and promoting the welfare of children and vulnerable adults		
	15	Commitment to College policies i.e., Health & Safety, Equality, Diversity & Inclusion	Application / Appointment	
16	DBS Check acceptable to the college will be undertaken for successful applicant			

