



# Personnel Specification

## Head of Health and Social Care

Please ensure that you provide evidence to address the criteria on the Personnel Specification. Evidence will be gathered from the application form, at interview (if shortlisted) and through references and certificates.

<b>QUALIFICATIONS AND TRAINING</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Qualified Teacher (with completed EPD) as recognised by the Department of Education. The applicant, on taking up the post, must be registered with the GTCNI.</li> <li>• Hold an Honours Degree (minimum 2:2) or equivalent or higher in a relevant subject.</li> </ul>	<ul style="list-style-type: none"> <li>• Hold an Honours Degree (minimum 2:1) or equivalent or higher in a relevant subject.</li> <li>• Further qualification (Masters or equivalent).</li> </ul>
<b>EXPERIENCE</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• A minimum of two years' experience (by 01/09/26) teaching Health and Social Care to GCSE or A-Level or equivalent in an education setting.</li> <li>• Experience of delivering successful outcomes at GCSE or A-Level or equivalent (provide the last two years of grade performance data at GCSE or AS/A2 Level or equivalent).</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of implementing strategies for effective monitoring and evaluation at department level.</li> <li>• Experience of teaching an additional subject(s).</li> </ul>
<b>PROFESSIONAL KNOWLEDGE</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Knowledge of the Northern Ireland post-primary curriculum.</li> <li>• Knowledge of the CCEA GCSE and GCE Health and Social Care Specification.</li> <li>• Knowledge of approaches to improve student learning.</li> <li>• Knowledge and understanding of Child Protection/ Safeguarding policy and procedures.</li> </ul>	
<b>SKILLS</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Excellent communication, interpersonal skills and conflict resolution skills.</li> <li>• Effective organisational, time management and ICT skills.</li> <li>• Competent leadership, teamwork and self-evaluation skills.</li> <li>• Ability to evaluate data, make informed decisions, set targets and raise standards.</li> </ul>	
<b>PERSONAL QUALITIES</b>	
<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<ul style="list-style-type: none"> <li>• Committed to the College's ethos.</li> <li>• Child-centred approach.</li> <li>• Positive, motivated, 'can do' attitude.</li> <li>• Flexible in handling change.</li> <li>• Dedicated to raising students' achievement.</li> <li>• Empathetic; awareness of others' feelings, needs and concerns.</li> <li>• Confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>• Willingness to participate in the College's extra-curricular activities.</li> </ul>

***Applicants should note that the essential criteria may be enhanced at shortlisting.***

***Our Lady and St Patrick's College, Knock is committed to the promotion of equality of opportunity, fair participation and good relations.***