



Required to start on 1 September 2019

HEAD OF VISUAL ARTS (full time, permanent)

We are seeking to appoint an enthusiastic, committed and talented individual to lead and manage our outstanding Visual Arts department.

This is an exciting opportunity for a proven or aspiring manager to develop their career in an outstanding sixth form college. You will have ideas, vision, a positive outlook and very high standards. Your track record as a teacher will be excellent and you will be able to work with colleagues to develop their teaching in order to improve what is already a very high performing team.

We offer a comprehensive induction programme and provide high levels of support to all new managers. So, if you are able to inspire colleagues and students, have a willingness to share ideas, and are looking for a challenge, we would be delighted to receive your application.

Applications are welcomed from candidates who have formerly applied for this post.

Pay, Pensions and Safeguarding

The successful applicant will be offered a permanent full time contract commencing 1 September 2018. The BHASVIC Corporation has adopted the conditions of service and salary scales applicable to sixth form colleges. Salary: BHASVIC Management Pay Spine C1-3. **The salary range for this grade is £43,011 to £45,681** (NSP9 £38,748 plus up to a further £6,933) depending upon management experience.

All teachers at BHASVIC automatically become members of the Teachers' Pension Scheme (TPS). The TPS is a contributory scheme administered by Teachers' Pensions on behalf of the government. As a member of the TPS you will pay 10.2% of your gross salary (from 1 April 2015) and your employer pays a further 16.48% (from 1 September 2015). Once you have started your job at BHASVIC you have the option to opt out of the teachers' pension scheme. If you wish to opt out you must do so within three months of your start date in order to receive a refund of your contributions. For further information see www.teacherspensions.co.uk.

BHASVIC is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Our vetting procedures for prospective employees are in line with the guidelines provided by the Department for Children Schools and Families. Further information can be found on <http://www.education.gov.uk/childrenandyoungpeople/safeguardingchildren>

The Visual Arts Department

The Visual Arts department is a large, innovative and dynamic team of staff, currently comprising ten full and part-time teachers. One teacher currently is deployed part-time in Additional Learning Support, while another delivers the artefact option on the Extended Project Qualification. You will have one of the teaching members of the department as an assistant to your role. The Head of Department also oversees much of the day to day work of the seven Visual Arts technicians who support the teaching team.

The Visual Arts department's current accommodation includes six studios with dedicated, specialist equipment, a shooting studio and a photographic dark room. There are exciting new plans to expand this accommodation further in the next couple of years.

Student outcomes in the Visual Arts are consistently excellent with the majority of courses historically operating at least at ALPS 3 [above the 75th percentile of all Visual Arts providers in the UK]. A large proportion of our students go on to Art Foundation courses and increasing numbers have been able to move directly on to degree level programmes. We have a highly student-centred approach alongside extremely high standards for all our students and aim to develop their knowledge, skills and experience in a stimulating and varied learning environment. We look to exploit diverse strategies of teaching, learning, motivation and tracking so that all students are able to access the understanding and knowledge needed to prepare them effectively for examination and beyond – producing exciting, innovative and challenging work

of which they can be proud. There is an annual exhibition that showcases the work of all students as part of the college's wider Creative Arts Festival. Members of the team also engage extensively in support and outreach work with other schools and colleges.

Courses and Specifications

Over 600 students are currently studying Visual Arts A level courses, following the AQA specification. We also provide an AS course in Graphic Design and Communication for students who are seeking a recovery course in the second year of their study. In addition, we also run non-examined portfolio courses in Photography, Digital Art, Graphics and Life Drawing to develop the skills and breadth of students' work.

The BHASVIC Visual Arts department has a hard-won reputation for excellence and we are now seeking someone with the vision and management skills to lead the department to further success.

HOW TO APPLY

For details of how to submit your application, please visit our website www.bhasvic.ac.uk/the-college/working-for-us/current-vacancies

Your application should include the following:

- **A completed application form**
- **A detailed statement outlining how you meet each of the criteria in the person specification below.**
Use the criteria as headings when writing your statement. Where applicable, give examples of situations when you have used the skills and attributes detailed. It is very important that your application is in the format requested. Candidates will be short-listed on the person specification criteria alone.
- **A covering letter, no longer than one side of A4, stating why you want this job and what you would bring to this post if appointed**
- **A completed equality & diversity recruitment monitoring form**

<p>Please note that it is College policy to shortlist applicants on the basis of a completed application form, letter and accompanying statement. CVs submitted alone without a completed application form and statement will not be considered.</p>

The deadline for receipt of applications is 9:00 am Tuesday 23 April 2019

Interviews will take place on Wednesday 01 May 2019

NB Applicants who are invited to interview will be notified by Wednesday 24 April. Applicants are advised that the interview process will include a presentation of a portfolio of both their own and their students' work.

For applicants who are invited to interview there will be ample opportunity to learn more about our provision and needs through discussions with staff.

For further information about this role please contact Tim Chamberlain (Head of Faculty) for an informal discussion 01273552200 ext.4551

[March 2019]

PERSON SPECIFICATION: HEAD OF DEPARTMENT			
We are looking for someone who can demonstrate the following:		ESSENTIAL	DESIRABLE
QUALIFICATIONS			
1	Qualified at degree level in one of the subjects on offer within the department and in possession of an appropriate teaching qualification (e.g. PGCE or equivalent)	x	
KNOWLEDGE			
2	Up to date subject knowledge at an appropriate level and a firm understanding of how students learn	x	
3	A good understanding of what constitutes effective Learning Assessment and Teaching strategies	x	
4	An understanding of the demands associated with the management of human, physical and financial resources	x	
EXPERIENCE			
5	Recent experience of teaching one or more of the subjects on offer within the department at advanced level and of addressing the needs of students both inside and outside the classroom	x	
6	Experience of managing a course or significant elements of a course	x	
7	Experience of managing a substantial team		x
8	Experience of leading and/or contributing to quality assurance processes	x	
SKILLS			
9	Ability to deliver a high standard of learning, assessment and teaching	x	
10	Ability to evaluate, reflect honestly, improve continually and to promote reflective practices within the department	x	
11	Understanding of and responsibility for promoting high standards of literacy, numeracy and ICT	x	
12	Creative leadership abilities to manage own and others' performances while building productive working relationships and the trust and support of colleagues, students and external contacts	x	
PERSONAL AND PROFESSIONAL CONDUCT			
13	Maintain high standards of behaviour which show regard for the ethos, policies and practices of BHASVIC, and be able to act within the contractual frameworks which set out their professional duties and responsibilities having regard to the SFCA teaching standards.	x	
14	Have regard for the need to safeguard students' well-being in accordance with statutory provisions, show tolerance of and respect for the rights of others, not undermining British values.	x	

BHASVIC

JOB DESCRIPTION

Post title: Head of Department

Responsible to: Head of Faculty

MAIN JOB ROLE: To provide leadership for a designated curriculum area, assuming line management responsibility for a team of staff. Work with this team and others to secure the achievement of the College's strategic priorities, principally focused on securing high quality teaching and learning, student outcomes and progression.

1. Managing People

- 1.1 Participate in arrangements for the appointment, induction, probation, promotion, appraisal and lesson observation of staff within your department.
- 1.2 Manage the performance of the staff in your department and challenge, when necessary, poor standards through relevant procedures regarding conduct, capability and discipline.
- 1.3 Manage and give professional support to staff in your department including their development and properly apply the College PDR system linking this to the self-assessment process and strategic development within the department and the College.
- 1.4 Ensure that staff in your department comply with College procedures for reporting and assessment.
- 1.5 Delegate specific departmental tasks, including course leadership, to teachers in your department to ensure the efficient and effective management of the department.
- 1.6 Be able to represent team issues to other audiences such as SMT, Governors, parents, students.
- 1.7 Care for others through the applications of Health & Safety procedures and ensuring equal opportunities for all staff.
- 1.8 Organise effective departmental meetings and ensure that minutes are taken.

2. Managing Other Resources

- 2.1 Ensure that all departmental finances and resources are managed in accordance with College policy and procedures.
- 2.2 Ensure that all College trips which are run in connection with courses and activities in your department are organised in accordance with College policy and procedures.
- 2.3 Ensure the quality of the learning environment including the quality of learning resources, displays etc. Ensure that students on courses and activities in your department are managed effectively; implement appropriate College policies and procedures and initiate College disciplinary procedures as appropriate.
- 2.4 Ensure that students on courses in your department are adequately prepared for examinations.
- 2.5 Ensure that all aspects of quality assurance are carried out in accordance with College policy and procedures.
- 2.6 Liaise with Admissions and Marketing to enable all courses and activities offered by your department to be marketed effectively.

3. Managing a Team

- 3.1 Lead and support the department in their achievement of individual and team objectives, making sure that members of the team meet professional standards.
- 3.2 Ensure that all courses and activities in your department are managed effectively and in accordance with College policy and procedures.
- 3.3 Ensure that team members engage with data, understanding its use and relevance.
- 3.4 Agree a vision with the team which appropriately balances stability and change and which fits with College strategy.
- 3.5 Ensure effective communication both within the team [e.g. through holding effectively minuted team meetings], between the team and the wider college [e.g. reporting to and from HoDs and other relevant staff] and with other stakeholders [e.g. parents]
- 3.6 Take a leading role in liaising with any relevant support for the department.

4. Planning and Managing Change

- 4.1 Keep up-to-date with all relevant developments in the department's curriculum areas.
- 4.2 Develop a view of the future and identify strategic options.
- 4.3 Participate, in liaison with your Head of Faculty, in curriculum planning for courses and activities in your department; ensure that the timetable is organised and deploy teachers appropriately for courses in your department, liaising with other Heads of Department as necessary regarding teachers who also teach within other departments.
- 4.4 Share knowledge and understanding with team members and produce plans with aims, objectives, timescales and allocated responsibilities.
- 4.5 Work to and meet deadlines.
- 4.6 Monitor, evaluate and adjust plans appropriately in the light of performance.
- 4.7 Participate in the development and dissemination of College strategy.

5. Other Responsibilities

- 5.1 To undertake any other particular duties which may reasonably be assigned to you by the Principal from time to time.
- 5.2 To fulfil your own responsibilities as a subject teacher, as detailed in the job description for a full-time teacher.

[March 2019]