



North Halifax Grammar School

Required from September 2026

Head of Geography – 1.0 FTE (TLR 2b)

The Academy is seeking to appoint an ambitious and highly qualified Head of Geography to lead a thriving department within the Humanities Faculty in a highly academic school.

The successful candidate will be an inspirational practitioner with the vision and drive to deliver an engaging and rigorous curriculum across Key Stages 3–5, fostering curiosity about the world and a deep understanding of global interdependence. They will lead the development of a curriculum that balances strong substantive knowledge with the application of geographical skills, including fieldwork, data analysis, and critical evaluation of contemporary issues such as climate change, migration, and sustainability.

The Head of Geography will be committed to achieving the highest standards of teaching and learning, supporting staff development, and ensuring students become confident, independent thinkers and responsible global citizens, well-equipped to engage with the complexities of modern society.

A personnel specification for the role can be found below.

NORTH HALIFAX GRAMMAR SCHOOL



Head of Geography

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	<ul style="list-style-type: none"> ▪ Qualified Teacher Status. ▪ A degree in Geography or other relevant subject. 	<ul style="list-style-type: none"> ▪ Strong GCSE and A Level results across a wide range of subjects. ▪ A good honours degree in Geography or other relevant subject. 	Application Form
EXPERIENCE	<ul style="list-style-type: none"> ▪ Experience of leading or supporting a department/ subject area ▪ Evidence of successful teaching to GCSE in a permanent position or on teaching practice. ▪ Using strategies for raising achievement and achieving excellence. 	<ul style="list-style-type: none"> ▪ Evidence of extra-curricular contribution. ▪ Evidence of teaching Geography at KS5. ▪ A successful track record of preparing students for public exams, including at the highest grades. ▪ Experience of curriculum planning and implementation 	Application Form Interview Reference
Leadership & Management	<ul style="list-style-type: none"> ▪ Ability to lead, motivate and develop staff ▪ Ability to set high expectations and drive standards 	<ul style="list-style-type: none"> ▪ Experience of line management or mentoring. ▪ Strong organisational skills and 	
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> ▪ Of Geography at GCSE. ▪ Of statutory frameworks and requirements for teaching the subject. ▪ Awareness of links with other subjects at all levels. ▪ Understanding of assessment and recording. ▪ Safeguarding. 	<ul style="list-style-type: none"> • Of curriculum development. • Of Geography at A Level. 	Application Form Interview
TRAINING	<ul style="list-style-type: none"> ▪ A commitment to continuous professional development. ▪ Safeguarding. 	<ul style="list-style-type: none"> ▪ Evidence of relevant in-service training. 	Application Form Interview
CIRCUMSTANCES-PERSONAL	<ul style="list-style-type: none"> ▪ Should allow attendance at evening meetings. 	<ul style="list-style-type: none"> ▪ Evidence of participation in educational visits, trips and enrichment activities. 	Application Form Interview Reference

PRACTICAL & INTELLECTUAL SKILLS	<ul style="list-style-type: none"> ▪ Good communication skills. ▪ Highly effective classroom management. ▪ Efficient and effective organisation and administration. ▪ Ability to plan ahead. ▪ Ability to meet deadlines. ▪ Ability to establish good working relationships with colleagues and students. 	<ul style="list-style-type: none"> ▪ Effective use of ICT and current applications. ▪ Participation in effective performance management. 	Application Form Interview Reference
PERSONAL QUALITIES	<ul style="list-style-type: none"> ▪ Enthusiasm for the subject. ▪ Enthusiasm for teaching. ▪ Care of pupils. ▪ Awareness of and ability to cope with the wide range of student's ability and expectation. ▪ Ability to take initiative and be flexible. ▪ Willingness to accept delegated responsibility. ▪ Ability to help maintain high standards in the department. 	<ul style="list-style-type: none"> ▪ Contribution to student development through additional activities. ▪ Ability to manage discussions on sensitive issues objectively without allowing personal beliefs to shape the outcome. 	Application Form Interview Reference