

Person Specification

DRAFT

ASSOCIATE DIRECTOR OF TEACHING AND LEARNING ~ Mathematics

Specification	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> ▪ Good Honours Graduate with Qualified Teacher Status. ▪ Substantial portfolio of training relevant to the post. ▪ Proven track record of focused CPD. 	<ul style="list-style-type: none"> ▪ Additional pedagogical qualifications, such as Senior Teacher or Lead Practitioner; or willingness to commit to training.
Professional experience	<ul style="list-style-type: none"> ▪ Experience of leading curriculum development, innovation and change. ▪ Knowledge and understanding of curriculum matters at Key Stages Three, Four and Post 16. ▪ Knowledge and understanding of current educational issues, including the use of ICT for tracking student achievement. 	<ul style="list-style-type: none"> ▪ Subject leadership experience in secondary education.
Leadership and organisational skills and attributes	<ul style="list-style-type: none"> ▪ Ability to deploy a range of leadership, coaching and mentoring styles appropriate to different individuals and situations. ▪ Proven ability to work closely and in partnership with senior members of staff. ▪ Proven ability to identify and act on poor teaching from direct classroom observation, work scrutiny, etc. and promote excellent teaching and learning. ▪ Ability to promote effective strategies regarding positive behaviour and inclusion. ▪ Strong communication skills with students, staff, parents, guardians and carers. ▪ Demonstrable organisational abilities, appropriate to the role of an associate leader. ▪ Ability and willingness to comply with College policies on equal opportunities and the duty to promote race relations. 	<ul style="list-style-type: none"> ▪ Ability to work closely with Governors - experience of working with Governors. ▪ Active experience of self-evaluation and monitoring procedures and Ofsted criteria.

Specification	Essential	Desirable
Leadership and organisational skills and attributes (continued)	<ul style="list-style-type: none"> ▪ High standards and expectations. ▪ Evidence of creative and innovative capabilities. ▪ Experience of working within and leading teams – a team player. ▪ Experience of leading staff training activities. 	
Teaching	<ul style="list-style-type: none"> ▪ Evidence of high level teaching in more than one secondary school across Key Stages Three, Four and Post 16. ▪ Knowledge and understanding of teaching and learning styles. ▪ Professional proficiency and experience in the use of ICT with students for learning. 	
Personal qualities	<ul style="list-style-type: none"> ▪ Commitment to a broad and balanced education for all students. ▪ Clear vision, ability to think creatively, plan, monitor, evaluate and review. ▪ Willingness to tackle and task, demonstrating flexibility. ▪ Talent for promoting positive relationships with all members of the College and its wider community. ▪ Ability to work under pressure. ▪ Ability to lead and motivate others. ▪ Sensitive and effective leader. ▪ Willingness to contribute to the wider life of the College. ▪ Willingness to contribute to other duties beyond the classroom including out-of-hours provision, booster classes, etc. ▪ Ability to inspire confidence in students, colleagues and parents, guardians and carers. ▪ Good record of attendance and punctuality. ▪ Professional standard of personal presentation and dress. ▪ Positive attitude and willingness ‘to go the extra mile’ to guarantee that all students achieve or exceed that predicted by prior attainment. 	<ul style="list-style-type: none"> ▪ Good sense of humour. ▪ Potential for further promotion. ▪ Interests and experiences outside teaching – ability to sustain an equitable work/life balance whilst making a generous commitment in terms of the needs of the learners.