

Person Specification

DRAFT

ASSOCIATE DIRECTOR OF TEACHING AND LEARNING ~ Science

Specification	Essential	Desirable
Qualifications	- Good Honours Graduate with Qualified Teacher Status. - Substantial portfolio of training relevant to the post. - Proven track record of focused CPD.	Additional pedagogical qualifications, such as Senior Teacher or Lead Practitioner; or willingness to commit to training.
Professional experience	- 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.	Subject leadership experience in secondary education.
Leadership and organisational skills and attributes	- 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.	- 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)	- 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	- 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	- 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.	- 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.