

**Curriculum Director of Communication: English, Literacy and Language  
- Person Specification**

**You should be able to demonstrate that you meet the following criteria:**

**E = Essential  
D = Desirable**

**Measured by:**

**A. Application Form  
C. Interview**

**B. Test / Exercise  
D. References**

Qualifications		
<b>E</b>	• Honours degree in English, or a closely related subject	<b>A/D</b>
<b>E</b>	• PGCE or equivalent	<b>A/D</b>
<b>E</b>	• QTS	<b>A/D</b>

Knowledge & Skills		
<b>E</b>	• Ability to turn vision into reality	<b>A/C/D</b>
<b>E</b>	• Ability to inspire and motivate others	<b>A/C/D</b>
<b>E</b>	• Ability to lead and manage a fully inclusive department	<b>A/C/D</b>
<b>E</b>	• Ability to lead the design and development of an innovative curriculum	<b>A/C/D</b>
<b>E</b>	• Ability to understand, analyse and make effective use of a wide range of data	<b>A/C/D</b>
<b>E</b>	• Ability to work effectively with members of the local community and a range of stakeholders in developing the Academy as a community resource	<b>A/C/D</b>
<b>E</b>	• Ability to provide a safe environment to ensure the physical and psychological safety of the students	<b>A/C/D</b>
<b>E</b>	• Outstanding classroom practitioner	<b>A/C/D</b>
<b>E</b>	• Good knowledge and understanding of current educational thinking	<b>A/C/D</b>
<b>E</b>	• Exceptional levels of literacy and the skills to decimate this knowledge to others	<b>A/C/D</b>
<b>D</b>	• Proven ability to use intervention strategies to raise attainment of learners	<b>A/C/D</b>
<b>D</b>	• An understanding of the challenges of Primary and Further/ Higher Education	<b>A/C/D</b>

Experience		
<b>E</b>	• Experience of successfully changing organisational culture, in relation to aspiration, teaching practices and standards	<b>A/C/D</b>
<b>E</b>	• Experience of developing and leading curriculum, innovation, using latest technologies	<b>A/C/D</b>
<b>E</b>	• Experience of raising standards	<b>A/C/D</b>
<b>E</b>	• Excellent record of student performance in public examinations	<b>A/C/D</b>
<b>E</b>	• Experience of delivering Continuing Professional Development (CPD)	<b>A/C/D</b>
<b>D</b>	• Financial, budgetary and resource management experience	<b>A/C/D</b>

Continuous Professional Development		
<b>E</b>	• Evidence of commitment to personal CPD	<b>A</b>
<b>E</b>	• Ability to lead the development of others	<b>A</b>

Personal Qualities		
<b>E</b>	• A passion for education and making a difference	<b>A/C/D</b>
<b>E</b>	• Excellent communicator	<b>A/C/D</b>
<b>E</b>	• Effective team leader/member	<b>A/C/D</b>

E	• Drive and determination	A/C/D
E	• Ambition	A/C/D
E	• Energy, enthusiasm, sense of humour	A/C/D
E	• The ability to forge effective relationships that aid the progression of the department	A/C/D
E	• The ability to dominate your area of responsibility and ensure outstanding practice is disseminated through your team as a consequence.	A/C/D
The successful candidate will also require an Enhanced DBS Check		

*WRA Trust is committed to safeguarding and promoting the welfare of children and young people and ensuring that safer recruiting procedures are in place. **All appointments are subject to an enhanced DBS Disclosure.***