

WHITBURN CHURCH OF ENGLAND ACADEMY
Director of English



Person Specification

Italicised criteria indicate those that are *desirable* rather than essential.

Criteria identified as 'A' will form the basis for short listing purposes

A Application Letter I Interview R References

Knowledge & Qualifications

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|---|-----------|
| 1. excellent knowledge and understanding of current educational issues and developments in pedagogy | A / R / I |
| 2. <i>higher degree or strong track record of professional development</i> | A |
| 3. excellent knowledge and understanding of the English <i>and drama</i> curriculum | A / R / I |

Experience

- | | |
|--|-------|
| 1. substantial and successful English teaching experience at all Key Stages | A / R |
| 2. successful middle management experience of turning theory into practice | A / R |
| 3. experience of leading innovative curriculum development that has impacted upon the practice of colleagues | R / A |
| 4. effective relationships with students, parents and staff, commanding their confidence | A / R |
| 5. experience of Performance Management of colleagues | A / R |
| 6. experience of successfully leading cross curricula /whole school initiatives / projects | A / R |
| 7. <i>experience of direct leadership and management of a significant number of colleagues</i> | A / R |
| 8. <i>involvement in effective staff recruitment, induction and development</i> | A / R |

Skills

- | | |
|---|-----------|
| 1. innovative approach to classroom practice and exceptional teaching skills | A / R / I |
| 2. ability to interrogate data to track student progress | R / I |
| 3. excellent leadership and management skills | A / R / I |
| 4. ability to review and evaluate the efficacy of all activities | A / R |
| 5. ability to challenge appropriately | A / R / I |
| 6. ability to provide effective professional support to staff | A / R / I |
| 7. ability to effectively lead and manage change | A / R |
| 8. outstanding communication and interpersonal skills | A / R / I |
| 9. organisational skills of a high order; able to multi-task and prioritise effectively | A / R |
| 10. ability to manage people, projects and resources effectively | A / R |
| 11. high order ICT skills | A / R |

Personal Qualities

- | | |
|---|-----------|
| 1. absolute commitment to pupils and their learning above all else | A / R / I |
| 2. dedication to improvement | A / R |
| 3. relentless determination and commitment to constant review and refinement | A / R |
| 4. drive, high expectations and a commitment to achieving standards of excellence | R |
| 5. personal integrity and honesty | R |
| 7. diligence and ability to sustain work ethic | A / R |
| 8. emotional resilience and ability to work under pressure | R / I |
| 9. ability to motivate self and others to work effectively as an individual and a team member | A / R / I |
| 10. ability to contribute to setting and achieving whole school priorities | R / I |