

**JOB TITLE****Director of Geography****RESPONSIBLE TO**

CEO for Trust-wide standards but will be accountable to the Director of Curriculum.

The successful candidate will work closely with the Director of Curriculum to be wholly responsible for the quality of teaching of secondary Geography across the Trust, the progress students make and their overall attainment at GCSE and A level.

This is an exciting opportunity to really make a difference to wide range of learners and develop trust wide leadership skills working across a diverse range of secondary settings. There will be career progression opportunities for the right candidate.

The successful candidate will be a highly effective teacher and leader who can lead by example and implement outstanding teaching and learning.

HOURS**Full time****SALARY:****Leadership pay range L11- L15****PURPOSE**

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With a particular focus on Geography and Geography education:

- To embed a shared vision for education, curriculum and pedagogy, across Lionheart Trust. Initially this role will have a secondary focus but over time closer links to the Primary curriculum will develop.
- To ensure secondary learning is fit for purpose and enables learners to embrace the secondary curriculum with confidence and excitement.
- To improve leadership of the curriculum and subjects in all Trust schools, actively promoting the 4Rs (Resilience, Resourcefulness, Reciprocity, Reflectiveness) in regards to pedagogy and achievement.
- To develop/ refine a trust wide Geography curriculum for KS3, KS4 & KS5 with clear progression in key concepts and skills, built on latest research in the field and which is exciting, stimulating and challenging for all students that has clear intent, implementation and impact.



- To demonstrate expert knowledge of relevant examination board specifications and accompanying assessment criteria.
- To be instrumental in supporting the development of expertise in Geography teaching through evidence-based professional development.

PURPOSE [CONTINUED]

- To ensure that the Trust curricula fully embraces, promotes and champions the diversity of our demography
- In conjunction with the Director of Curriculum and central team, lead the monitoring of learning and teaching of Geography across the Trust secondary schools through classroom observation, work sampling, talking to students and data analysis to identify good practice to share and areas for development.
- To lead on systems and processes with middle and senior leaders, to secure high standards of learning and teaching in order to accelerate progress and improve outcomes for all students.
- To ensure high levels of expected and more than expected levels of progress at each key stage by all groups of learners.
- To lead and develop innovative approaches to intervention with key groups.
- To analyse and interpret relevant national, local and school based data and use it to inform policies, practices, expectations, targets and teaching methods.
- To demonstrate a detailed working knowledge of the aims of the national curriculum.
- To remain up to date regarding the new Ofsted toolkit and provide support and advice to Trust Leads regarding the requirements.
- To ensure that the Trust is positively promoted within educational communities.

MAIN DUTIES

- To quality assure schemes of learning for all secondary groups so that they are highly effective and in line with National Curriculum expectations.
- To actively maintain an awareness of best practice and research in relation to Geography and History education, interpreting and implementing findings to suit the needs of the Lionheart Educational Trust.
- To be involved in the appraisal and performance management of designated Trust staff.

STRATEGIC DIRECTION AND DEVELOPMENT OF THE TRUST

- To lead, inspire and embody for the students, staff, governors and parents, the vision, purpose and values of the Trust
- To assist in the creation of an ethos and provide educational vision and direction which secures effective teaching, successful learning and achievement by students and sustained improvement in their wellbeing.
- To ensure that the leadership, management, finance, organisation and administration of the Trust support its vision, aims and values.



TEACHING AND LEARNING

- To teach engaging and effective lessons that motivate, inspire and improve pupil attainment, modelling excellence.
- To ensure high standards of teaching and learning in order to continue the drive to raise standards of attainment and ensure all students make excellent progress.
- To ensure high standards of student behaviour, in line with the Trust and school policy and procedures.

LEADING AND MANAGING STAFF

- To actively build a positive and collaborative team ethos celebrating strengths, creating opportunities for developing of best practice, enthusing and encouraging team members, fostering a climate of innovation and success.
- To support and develop professional learning opportunities for others, identifying and nurturing talent.
- To plan, allocate support and evaluate work undertaken by groups, teams and individuals, ensuring clear delegation of tasks and devolution of responsibilities.

EFFICIENT AND EFFECTIVE DEPLOYMENT OF STAFF AND RESOURCES

- To work with senior colleagues and Trust directors to recruit, deploy and develop all staff effectively in order to improve the quality of education provided.
- To lead by example, representing the trust and modelling expertise through supporting all stakeholders, including staff and students, through training, revision sessions, open day events etc.
- To assist in setting appropriate priorities for expenditure, allocating funds and ensuring effective administration and control.
- To manage and organise accommodation efficiently and effectively to ensure that it meets the needs of the curriculum and health and safety regulations.

ACCOUNTABILITY

- To be accountable for outcomes in secondary Geography across Trust schools.
- To hold others to account in relation to provision for Geography.
- To assist in the presentation of and take part in delivering a coherent and accurate account of the school's performance in a form appropriate to a range of audiences, including students, parents, governors, the local community, OfSTED, HMI and others.
- To set high standards for the behaviour of students and provide support to subject staff in line with the Trust behaviour policies



GENERAL RESPONSIBILITIES OF ALL MEMBERS OF THE TRUST LEADERSHIP TEAM

All members of the Trust/Leadership Team share collegiate responsibility for the strategic management and development of the Trust schools:

- To maintain an awareness of Trust schools in all aspects: curricular, pastoral and administrative, and contribute both proactively and reactively to its smooth running.
- To actively promote Trust academy policies and procedures as part of the general task of supporting other staff in their various roles.
- To represent the Trust at meetings, presentations and other functions relevant to role.



PERSON SPECIFICATION

E = Essential criteria, **D** = Desirable criteria

		E	D
1	EDUCATION	Qualified teacher status	✓
		First degree or equivalent	✓
		Evidence of continuing professional development	✓
		Post graduate qualification	✓
		Geography Degree	✓
		Evidence of wider professional development	✓
2	EXPERIENCE	An outstanding classroom practitioner	✓
		Experience at senior leadership in one or more secondary schools	✓
		Experience of implementing systems and processes to aid learning, teaching and student development	✓
		Management and experience of curriculum innovation	✓
		Active involvement in the promotion of equal opportunities	✓
		Experience and confidence in working with and engaging with parents and partner primary schools	✓
		Experience of policy review, development and implementation	✓
		Ability to teach Geography to GCSE and A level	✓
		Working knowledge of Ofsted toolkit and protocol	✓
		Experience and understanding of lifelong learning principles and community engagement	✓
3	KNOWLEDGE AND SKILLS	Awareness and/ or involvement with ITT/appropriate CPD	✓
		Experience with Ofsted	✓
		Excellent interpersonal and teamwork skills	✓
		Excellent communicator – sensitive and effective	✓



An ability to establish good working relationships with a wide range of people including students, parents, governors and colleagues	✓
Knowledge, skill and intelligent use of strategies to inspire and improve outcomes for students	✓
The knowledge and vision to put strategies into practice to meet current and future challenges	✓
Outstanding organisational skills to ensure efficient and effective operation	✓
Confidence and experience in the use of ICT for learning, teaching and admin	✓
Ambition and vision	✓
A commitment to sustaining and raising achievement, attainment and aspirations of all students	✓
Co-operative, corporate style of working	✓
A sense of humour and perspective	✓
Ability to work under pressure and remain positive, enthusiastic and resilient	✓
Reflective and analytical	✓
Unbridled optimism	✓
The ability to work independently, willingness to take tough decisions and face the challenges of managing change	✓
Energy, imagination and personal commitment	✓
Personal and professional commitment to the philosophies of college improvement and college effectiveness	✓
Potential and capacity to grow professionally and aspire further to senior leadership	✓
Links to/with the wider community and world of work	✓

This job description sets out the duties and responsibilities of the post at the time when it was drawn up. Such duties and responsibilities may vary from time to time without changing the general character of the duties or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.