

## Person Specification

### Director of Subject



#### Part A: Application Stage

The following criteria will be used to short-list at the application stage:

##### Essential

|    |   |
|----|---|
| A  | ESSENTIAL   |
| 1  | Qualified Teacher Status  |
| 2  | Degree (or equivalent)  |
| 3  | Evidence of recent and relevant further professional development  |
| 4  | Be a Specialist Leader in Education (SLE) of your curriculum area (or be committed to working towards)                        |
| 5  | Proven successful track record of curriculum leadership in specialist curriculum area   |
| 6  | Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data |
| 7  | Experience of effective working with a range of relevant stakeholders   |
| 8  | Successful sustained experience of teaching in KS3 and KS4 which is at least good   |
| 9  | Evidence of knowledge and understanding of risk management  |
| 10 | Evidence of knowledge and understanding of safeguarding issues  |
| A  | DESIRABLE   |
| 11 | Higher degree or post graduate curriculum or leadership and management qualification  |
| 12 | Successful experience of working with the school community in raising the school profile                                      |
| 13 | Experience of education in an environment that can be challenging   |

## Part B: Assessment Stage

All items of the application stage criteria and the criteria below will be further explored at the assessment stage:

| A  | ESSENTIAL   |
|----|---|
| 1  | Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation   |
| 2  | Good knowledge of leadership and management styles and when to use them   |
| 3  | Able to plan personal workload and set priorities   |
| 4  | Good written and oral communication skills to a range of audiences  |
| 5  | Able to work with parents/carers to understand and meet the needs of individual students  |
| 6  | A team leader who can ensure the involvement and commitment of all team members   |
| 7  | Persuasive and confident in a range of different environments   |
| 8  | Has a sound knowledge of strategies to enhance teaching and learning opportunities within academies   |
| 9  | Understanding and experience of Performance Management and accountability in a school   |
| 10 | A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards   |
| 11 | A commitment to equality and diversity  |
| 12 | High standards of integrity and a positive role model for students, staff, parents and the wider community  |
| 13 | <p>Appropriate behaviour, attitude and commitment towards safeguarding and promoting the welfare of children and young people including:</p> <ul style="list-style-type: none"><li>• Motivation to work with children and young people</li><li>• Ability to form and maintain appropriate relationships and personal boundaries with children and young people</li><li>• Emotional resilience in working with challenging behaviours</li><li>• Constructive attitude to use of authority and maintaining discipline</li></ul> |

|          |  |
|----------|--|
| 14       | No disclosure about criminal convictions or safeguarding concern that make applicant unsuitable for this post    |
| 15       | Stamina, resilience reliability and integrity  |
| 16       | An understanding of the value of a successful work life balance for self and others                              |
| 17       | A high level of interpersonal skills with the ability to empathise with different points of view and win respect |
| 18       | Ability to motivate and inspire others   |
| 19       | Persuasive and confident in a range of different environments  |
| <b>B</b> | <b>DESIRABLE</b>   |
| 1        | Effective financial and resource management skills   |
| 2        | Aware of opportunities for teaching and learning presented by new technologies                                   |

The following methods of assessment will be used:

**The following methods of assessment will be used:**

- Technical Assessment of application against criteria
- Activities designed to provide evidence to assess against Person Specification
- Presentation
- Interview

**Part C: Additional Requirements**

The following criteria must be judged as satisfactory when pre-employment checks are completed:

|   |  |
|---|--|
| 1 | Enhanced DBS Certificate   |
| 2 | Additional criminal record checks if applicant has lived outside the UK  |
| 3 | Medical clearance  |
| 4 | Qualifications essential to the post   |
| 5 | Two references from current and previous employers (or education establishment if applicant not in employment) |