

Person Specification

Director of Learning and Standards



	Essential	Desirable	Identified
Organisational fit	<p>Demonstrating that they are:</p> <ul style="list-style-type: none"> • Meeting the Teaching Standards/Career stage expectations (at the appropriate level) • Working towards the School aims and objectives • Working towards the Trust aims and objectives 		Application Form
Education and Training	<ul style="list-style-type: none"> • Honours degree or equivalent in appropriate subject • Qualified Teacher Status • TEEP Level 1 Trained (or willing to complete) • Recent relevant in-service training 	<ul style="list-style-type: none"> • Post graduate study or qualification • NPQML/SL 	Application Form and Interview & Assessment
Experience	<ul style="list-style-type: none"> • Successful experience of teaching at all levels and ability ranges • Demonstrated and evidence of leading and developing in the cohort to successful outcomes • Proven record of raising attainment and progress for all learners • Excellent subject knowledge • Effective pedagogical strategies • Understanding of curriculum and assessment developments • Experience of managing budgets and resources and deployment of those resources • Experience of developing successful stakeholder relationships – parents, governors, school improvement partners and community • Evidence of improving teaching and learning through the development of schemes of work, resources and collaborative planning • Meeting the needs of students with SEN and G & T 	<ul style="list-style-type: none"> • Successful and varied teaching experience in the secondary sector up to and including Advanced level. • Experience of teaching at Post 16 level • Experience of working with parents and the wider community 	Application Form, Interview and Assessment

Person Specification

Director of Learning and Standards



Skills / Attributes	<ul style="list-style-type: none"> • A good practitioner • Ability to lead and work effectively as part of a team but also to be able to work independently. • Ability to initiate, develop and implement policies • Ability to motivate, lead and inspire students of all aptitudes • Ability to learn from experience • Ability to effectively collect, analyse and evaluate student progress data and formulate intervention strategies in order to raise standards • Ability to use ICT to support the role • Ability to plan, deliver and monitor effective intervention • Ability to implement self-review and evaluation processes and plan strategically • Evidence of working through sequences of lessons and developing schemes of work • Ability to motivate and encourage participation both inside and outside the classroom 		Application, interview and references
Knowledge	<ul style="list-style-type: none"> • How to improve learning and teaching in the subject area • Active strategies to raise achievement and engagement • Awareness of current educational practice, developments and curriculum reforms • Familiarity with the requirements of GCSE and Post 16 qualifications • Up to date subject and national curriculum knowledge and skills • Knowledge of the OFSTED framework for assessment • Budget management knowledge • Strong knowledge of the barriers to achievement for SEND, Pupil premium & more able students 	<ul style="list-style-type: none"> • Whole school awareness of current practice, developments and curriculum reforms 	Interview & Assessment

Person Specification

Director of Learning and Standards



Personal Attributes	<ul style="list-style-type: none">• Excellent Communicator (orally and written)• Work independently• High level of emotional intelligence• Collaborator• Influencer (with others and calming influence when required)• Reflector (ability to identify own learning opportunities)• Organised and ability to Plan, Prepare & Prioritise• Empathetic• Reliability and punctuality• Resilient• Integrity• Commitment to inclusive comprehensive education• Vision and imagination• Ability to work under pressure• Ability to adapt to changing needs and circumstances• Role model Leadership and Best practice		Interview & Assessment
----------------------------	--	--	-----------------------------------