Person Specification
Director of Learning and Standards

	Essential	Desirable	Identified
Organisational fit	Demonstrating that they are: • 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	• Honours degree or equivalent in appropriate subject • Qualified Teacher Status • TEEP Level 1 Trained (or willing to complete) • Recent relevant in-service training	• Post graduate study or qualification • NPQML/SL	Application Form and Interview & Assessment
Experience	• 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	• 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	• 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 in History both inside and outside the classroom		Application, interview and references
Knowledge	• 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	• Whole school awareness of current practice, developments and curriculum reforms	Interview & Assessment

Person Specification
Director of Learning and Standards

Personal Attribute	• 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