



PERSON SPECIFICATION: DIRECTOR OF LEARNING

CRITERIA	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> Qualified Teacher Status 	<ul style="list-style-type: none"> Evidence of commitment to further professional development
PROFESSIONAL DEVELOPMENT	<ul style="list-style-type: none"> Recent relevant service training in current education practice, including management Thorough knowledge of the Primary curriculum Thorough knowledge of current assessment and reporting practices in education 	<ul style="list-style-type: none"> Post graduate study
EXPERIENCE	<ul style="list-style-type: none"> Successful teaching experience in the whole secondary age range Experience of being in a position of responsibility for an area of management or leadership in school for at least two years Leadership or management of an aspect of school improvement and or the curriculum Experience of staff development Participation in a team approach to management including management of change Experience and good working knowledge of the National Curriculum and associated statutory testing 	<ul style="list-style-type: none"> Participation in and providing INSET A range of curricular responsibilities Experience of working in a school with a high percentage of EAL pupils Experience across the secondary phase Experience in more than one school Experience of leading Performance Management
KNOWLEDGE AND UNDERSTANDING	<p>The Director of Learning should have knowledge and understanding of:</p> <ul style="list-style-type: none"> The principles and practice of primary education 	<p>In addition, the Director of Learning might also have knowledge and understanding of:</p> <ul style="list-style-type: none"> To have a strategic view.

	<ul style="list-style-type: none"> • Curriculum management and the school's role in providing effectively for all pupils • The role of management in monitoring school effectiveness and maintaining a climate conducive to school review and evaluation • The role of the Senior Management Team • Whole school experiences 	<ul style="list-style-type: none"> • Experience of Performance Management from a line manager's perspective. • ICT – Excel spread sheet experience.
SKILLS AND ABILITIES	<ul style="list-style-type: none"> • Create a positive team spirit delegating and negotiating when necessary with sensitivity • Excellent classroom practitioner skills and evidence of ability to influence the quality of teaching and learning • Ability to innovate • Ability to monitor, evaluate and review by example • Ability to lead and work effectively in teams • Ability to influence and develop staff through coaching and mentoring • Ability to collate and analyse data to inform practice 	<ul style="list-style-type: none"> • Role in budget management • Lead school-based INSET • Participate in the establishment of links with parents and governors
PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> • Approachable • Committed • Empathetic • Enthusiastic • Organised • Patient • Resourceful 	
OTHER	<ul style="list-style-type: none"> • Evidence of leading on innovations in pedagogy • Excellent interpersonal skills • High levels of enthusiasm and energy 	<ul style="list-style-type: none"> • Good sense of humour • Experience of Middle management and whole school projects.

All the above elements will be assessed and evaluated through the application form and the selection process