

Person Specification - Director of Music

Attributes	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Honours degree • Willingness to undertake all relevant training. 	<ul style="list-style-type: none"> • Relevant CPD • Post-graduate study
Experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by outstanding outcomes • Significant impact as a middle leader • Development of high-quality culture, curriculum or assessment • Managing partnerships with external providers • Arranging high-quality school performances 	<ul style="list-style-type: none"> • Working in a high-performing team • Whole-school leadership responsibility
Knowledge & Skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students and staff • Excellent subject, curriculum and assessment knowledge • Ability to arrange music for student ensembles • Accurate analysis, interpretation and understanding of data • Behaviour management to ensure a positive school culture • Commitment to safeguarding • Leadership in large group settings • Communicate with clarity • Ability to lead by example • Hold self and others to account • Support colleagues to bring out the best in them • Ability to prioritise and manage workload efficiently 	<ul style="list-style-type: none"> • Pianist/keyboard player • Ability to deliver and coordinate both Music and Music Technology courses.

	<ul style="list-style-type: none"> • Good judgement • Build effective relationships with families and the community • Strong line management / coaching of teachers • Simplify complex issues and develop innovative solutions 	
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills; presence • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail and clarity • Ability to work under pressure • Commitment to the full life of the academy • Willingness to offer extra-curricular provision 	
Legal Requirements	<ul style="list-style-type: none"> • Enhanced Disclosure & Barring Service Check confirming the appointee is not on the Children's Barred list. • In accordance with Keeping Children Safe in Education an online search will be carried out on all shortlisted applicants. 	

The Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.