

Director of the Arts person specification

Education and Training	Essential	Desirable
Right to work in the UK	✓	
Degree Educated	✓	
Qualified Teacher Status	✓	
Relevant, up to date and recent continuing professional development relevant to specific responsibilities in job description	✓	
Experience		
Experience and expertise in teaching and leading a performing or creative arts subject.	✓	
Consistently good or better teaching ability.	✓	
Demonstrable evidence of raising standards at departmental level.	✓	
Effective line management of other staff.	✓	
Working effectively with parents/carers.	✓	
Delivering assemblies and whole year group presentations.	✓	
Knowledge, aptitudes and abilities		
In depth subject knowledge of across the performing and creative arts arena.	✓	
Ability to lead, inspire and develop a sense of excitement and engagement in the arts.	✓	
Overcoming barriers to learning for pupils.	✓	
Excellent strategies for discipline.	✓	
Ensure all operational matters and day to day issues are dealt with efficiently.	✓	
Excellent literacy skills.	✓	
Ability to work flexibly and adapt to the changing needs of the academy.	✓	
Flexible in approach and willing to learn and develop new skills.	✓	
Ability to lead by example and be an exemplary, professional role model for all staff.	✓	
A commitment to equal opportunities throughout the academy.	✓	
Personal qualities, skills and characteristics		
Build and maintain effective relationships through excellent interpersonal skills.	✓	

Excellent communication skills.	✓	
Inspire, challenge, motivate and empower others.	✓	
Balance strong challenge and accountability with support, i.e. challenge in a way that motivates.	✓	
Excellent problem solving.	✓	
Solution focussed.	✓	
Able to work effectively as part of a team and be able to contribute effectively to a range of teams across the academy.	✓	
Embodiment of and strong alignment to academy vision and values.	✓	
Reliability and resilience.	✓	
Drive, enthusiasm and a positive approach.	✓	
Approachable and supportive.	✓	
Able to maintain high levels of confidentiality.	✓	