



PERSON SPECIFICATION

JOB TITLE: DIRECTOR OF LEARNING

GRADE: TLR 2.2

The Interview Panel will be looking for evidence that the criteria, have been met and that the candidate has demonstrated their ability to fulfil the criteria.

Please use the key below so that you understand where we will look for evidence:

A Application form and appendix

I Assessment tasks at interview

CRITERIA	ESSENTIAL	DESIRABLE	ASSESS- MENT
Qualifications & Training Degree in Subject QTS Evidence of further professional development	X X	 X	A A A
Experience Leadership and Management of educational initiative (s) Significant high quality teaching experience in Design Technology across KS3/4 Proven track record of raising standards	 X X	 X 	 A/I A A/I
Skills & Knowledge Knowledge and understanding of effective strategies to maximize student achievement Ability to lead and manage staff and students Excellent interpersonal skills Excellent communication skills in oral and written form Ability to think, plan and implement strategically Ability to face and overcome challenging situations Model and share high expectations of achievement and behaviour Ability to monitor and track student progress and provide relevant intervention strategies to challenge underperformance	X X X X X X X	 	A/I A/I I A/I A/I A/I A/I

Personal Qualities			
Commitment to the welfare of young people	X		A/I
Determination	X		A/I
Organisation	X		A/I
Ability to cooperate with others	X		A/I
Emotional Intelligence	X		I
Ambition (for self and others)	X		A/I
Sense of Humour	X		I
Commitment to own personal and professional development	X		A/I
Other Requirements			
Motivation to work with children and young people.	X		A/I
Share school's commitment to safeguarding and promoting the welfare of our pupils and young people set out in the Department for Education's Keeping Children Safe in Education Guidance September 2018.	X		A
Ability to form and maintain appropriate relationships and personal boundaries with children and young people.	X		A/I
Resilience in working with challenging behaviours/attitudes and the maintenance of good discipline.	X		A/I
Must be able to take part in relevant INSET	X		I
An ability to lead INSET including outside of normal school time if necessary		X	I
Willingness to be involved in the wider life of the school community	X		A/I
A willingness to contribute to the extra-curricular activities on offer within or outside of the Faculty	X		A/I
Equal opportunities			
To assist in ensuring that NYCC's equalities policies are considered within the school's working practices in terms of both employment and service delivery	X		A/I