## **Person Specification**

## **Assistant Director – Sixth Form**

**PERSON SPECIFICATION**

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|   | Essential  |  | Desirable  |
| Qualifications and Professional Development  | * Qualified Teacher Status
* Evidence of Continuing Professional Development relating to school leadership/curriculum development
 | •  | NPQ or further professional qualification  |
| Experience  | * Successful leadership experience
* Successful teaching experience within the Secondary age range
 | • | Advanced Skills/Leading Practitioner status• The ability to teach Chemistry |
| Strategic Leadership                    | * Ability to provide clear educational vision and direction
* Ability to inspire and motivate all stakeholders
* Evidence of developing effective strategies for school improvement
* High level of involvement with school improvement planning
* High level involvement in monitoring and evaluation procedures leading to clear impact
* Ability to work in partnership with senior leaders and other stakeholders
* Ability to set challenging targets for pupils and staff
* Ability to analyse and use pupil data on attainment and progress to raise standards
* Secure knowledge of the Ofsted Framework
* Understand the principles of effective teaching and learning

  | • • •   | Strategic Leadership experience across KS3, 4 and 5Use of assessment data management systems to improve standards Successful experience of integrating British Values into school life  |
|  Leading Teaching and Learning    | * Successful experience of monitoring, evaluating and improving the quality of teaching and learning
* Understanding the role and impact of assessment in pupil learning
 |  | The use of research-based evidence to inform action planning and instigate effective change. |
|  | * Secure knowledge of statutory requirements relating to curriculum and assessment
* Experience of leading curriculum innovation
* Successful experience of developing effective learning behaviours
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| Leading and Managing Staff  | * Ability to lead, manage and motivate across the school community
* Ability to establish positive working relationships
* Ability to plan, allocate, delegate, support and evaluate work undertaken by individuals and teams
* Successful experience of identifying the need for, and leading, professional development training
* Significant experience of taking a lead role in performance management of staff including leading lesson observations
* Experience of dealing with staff when performance gives cause for concern
 | • Experience of working with governors  |
| Managing Resources  | * Successful experience of managing budgets
* Ability to manage, monitor and review available resources, ensuring value for money
 | * Budgetary management at whole school level
* Experience of recruiting and deploying staff
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| Personal Skills and Qualities  | * Strong commitment to raising standards
* High expectations of self and others
* Ability to establish and maintain positive relationships, including with parents
* Ability to remain positive and enthusiastic, including when under pressure
* Good communication skills
* Empathy with children
 | • Effective computing skills for both teaching and management  |