

Assistant Director of Learning and Standards – English

Person Specification

Specification	Essential	Desirable	Assessed
Education/training	<ul style="list-style-type: none"> • Honours degree or equivalent in appropriate subject • Qualified Teacher Status • Recent relevant in-service training 	<ul style="list-style-type: none"> • Post graduate study or qualification • NPQML 	Application
Experience	<ul style="list-style-type: none"> • Successful training across the whole age and ability range • Exemplary classroom practitioner • Teaching English at all levels with a proven track record of exam success • Meeting the needs of students with SEN and G & T • Awareness and promotion and practical use of ICT in the English Curriculum 	<ul style="list-style-type: none"> • Successful and varied teaching experience in the secondary sector up to and including Advanced level • Experience of teaching at Post 16 level • Experience of working with parents and the wider community 	Application and Interview
Skills/Attributes	<ul style="list-style-type: none"> • A good practitioner • Ability to lead and work effectively as part of a team but also to be able to work independently. • Ability to initiate, develop and implement policies • Ability to motivate, lead and inspire students of all aptitudes • Ability to learn from experience • Ability to effectively collect, analyse and evaluate student progress data and formulate intervention strategies in order to raise standards • Ability to use ICT to support the role • Ability to plan, deliver and monitor effective intervention 		Application, interview and references

Specification	Essential	Desirable	Assessed
	<ul style="list-style-type: none"> • Ability to implement self-review and evaluation processes and plan strategically • Evidence of working through sequences of lessons and developing schemes of work • Ability to motivate and encourage participation in Music both inside and outside the classroom 		
Knowledge	<ul style="list-style-type: none"> • How to improve learning and teaching in the subject area • AfL strategies • Active strategies to raise achievement • Awareness of current educational practice, developments and curriculum reforms • Familiarity with the requirements of GCSE and Post 16 qualifications • Up to date subject and national curriculum knowledge and skills 	<ul style="list-style-type: none"> • Whole school awareness of current practice, developments and curriculum reforms 	Application and interview
Personal Qualities	<ul style="list-style-type: none"> • Commitment to inclusive comprehensive education • High level of emotional intelligence • Vision and imagination • Sensitivity to the needs of others • Ability to work under pressure • Ability to adapt to changing needs and circumstances • Integrity • Excellent written communication • Excellent verbal communication • Presentation skills • Honesty 		Application, interview and references

Specification	Essential	Desirable	Assessed
	<ul style="list-style-type: none"> • Resilience • Good time management • Personal organisation • Tenacity • Ability to be a role model • Maintaining perspective 		

The successful applicant will be required to undertake an Enhanced Disclosure via the Disclosure & Barring Service