

WALBOTTLE CAMPUS – Person Specification

DIRECTOR OF SCHOOL KS5 L9-L13

| Category | Essential | Desirable |
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| Qualifications | <ul style="list-style-type: none"> • Qualified Teacher Status. • Degree/Equivalent in relevant subject. | <ul style="list-style-type: none"> • Further professional qualification, evidence of further study. |
| Experience | <ul style="list-style-type: none"> • Considerable experience of leadership and management. • Teaching KS3, KS4 and KS5 within own curriculum area. • In-depth knowledge of the whole school curriculum in particular KS5. • Consistent record of raising standards. • Leading/promoting Independent Learning. • Experience of coaching/mentoring teachers. • Consistently good/outstanding teaching. • Knowledge and understanding of progression routes open to students at KS5 and beyond. | <ul style="list-style-type: none"> • Successful management of change. • Leading creatively. • Knowledge/experience of monitoring and evaluating staff and student performance. • Knowledge/record of managing and promoting curriculum development. • Good knowledge and understanding of the KS3 and KS4 curriculum. • Knowledge and understanding of the transition process at KS3-KS4. |
| Professional Development | <ul style="list-style-type: none"> • Relevant CPD over last three years. | <ul style="list-style-type: none"> • Knowledge/Experience of planning, supporting and leading professional development for teaching and/or support staff. |
| Skills | <ul style="list-style-type: none"> • Proven strong teaching, leadership and management skills. • Ability to communicate effectively orally and in writing. • ICT Literate. • Ability to form good relationships with parents, adults and students. • Ability to work collaboratively within a team and when necessary, resolving conflict. • The ability to use data as a tool for school improvement. | <ul style="list-style-type: none"> • Good time Management • Proven ability to create conditions for sustained improvement. • The ability to use ICT creatively to promote student engagement and achievement. |
| | <ul style="list-style-type: none"> • Sense of humour and perspective | |

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| Personal Qualities | <ul style="list-style-type: none"> • Enthusiastic. • Inspires others. • Approachable. • The ability to be a positive team member as well as team leader. | |
| Knowledge and Competence | <p>To demonstrate:</p> <ul style="list-style-type: none"> • Understanding of new and emerging technologies support learning and teaching. • principles and strategies of faculty improvement • strategic Development Planning Process • strategies for ensuring inclusion and diversity • Knowledge of Self review and evaluation procedures [whole school/departmental/year]. • Identification and intervention strategies which ensure student achievement. | <p>To demonstrate:</p> <ul style="list-style-type: none"> • Strategies for raising achievement and achieving excellence. • Sound knowledge of current national policies. • Experience of Self review and evaluation procedures [whole school/ departmental/ year]. |
| Understanding | <ul style="list-style-type: none"> • The use of a range of evidence to support, monitor, evaluate and improve aspects of school life, including challenging poor performance. • Combination of the outcomes of regular school self review with external evaluations. | <ul style="list-style-type: none"> • The use of performance management to support, monitor, evaluate and improve aspects of school life, including challenging poor performance. • Understanding the work of the school governors. |
| Other Qualities | <ul style="list-style-type: none"> • Inspire, challenge, motivate and empower others to carry the vision forward. • Model the vision and values of the school. • Demonstrate personal enthusiasm for and commitment to the learning process. • Access, analyse and interpret information. • Resilience. • Loyalty to the Leadership Team and the Governing Body. | |