

## Person Specification – Director of KS3

The successful candidate will possess all or most of the following attributes:

E = Essential D = Desirable

Assessed by:

I = Interview A = Application

| EDUCATION, TRAINING & QUALIFICATIONS   |  |  |
|--|--|--|
| <ul style="list-style-type: none"> <li>○ Qualified to at least degree level</li> <li>○ Qualified to teach in the UK</li> <li>○ Qualified to work in the UK</li> <li>○ Evidence of further in-service training</li> <li>○ Further professional qualifications</li> </ul>  | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>D</p>   | <p>A</p> <p>A</p> <p>A</p> <p>A</p> <p>A</p>   |
| LEADERSHIP   |  |  |
| <ul style="list-style-type: none"> <li>○ Able to work in close harmony with the Principal and senior leadership team</li> <li>○ Effective management style that encourages participation, innovation and confidence</li> <li>○ Ability to lead, coach and motivate staff within a performance management framework, including professional development and effective management of underperformance</li> <li>○ Ability to develop the leadership skills of others</li> <li>○ Strong interpersonal, written and oral communication skills</li> <li>○ Takes personal responsibility for their own actions</li> <li>○ Resilience and motivation to lead the Academy through day-to-day challenges while maintaining a clear strategic vision and direction</li> <li>○ Genuine passion and a belief in the potential of every student</li> <li>○ Motivation to continually improve standards and achieve excellence</li> <li>○ Commitment to the safeguarding and welfare of all pupils</li> <li>○ Can skilfully manage and maintain effective working relationships with parents and other stakeholders</li> <li>○ Genuine interest in Character Education</li> </ul> | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> | <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> |
| VISION AND STRATEGY  |  |  |
| <ul style="list-style-type: none"> <li>○ Vision aligned with Northampton Academy's high aspirations and high expectations of self and others</li> <li>○ Understands how to set high aspirations and effective strategies for meeting targets</li> <li>○ Clear understanding of the strategies to establish consistently high standards of behaviour in an urban school and commitment to relentlessly instilling these strategies</li> <li>○ Use of data to inform and diagnose weaknesses that need addressing</li> <li>○ Uphold our core values of respect, determination and ambition</li> </ul>  | <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>   | <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>   |

| EXPERIENCE  |  |  |
|---|--|--|
| <ul style="list-style-type: none"> <li>○ Experience of teaching 11-18 in at least 2 schools</li> <li>○ A track record of effectively leading/motivating pupils and staff and developing team approaches</li> <li>○ Minimum of 2 years leadership experience</li> <li>○ Demonstrable experience of improving student outcomes</li> <li>○ Excellent understanding of innovative approaches to teaching and learning</li> <li>○ Developing &amp; leading monitoring initiatives using technology to support evaluation</li> <li>○ In-depth knowledge and understanding of National Educational priorities/developments</li> <li>○ Experience of delivering consistently outstanding lessons to students of all ages and abilities</li> <li>○ Experience of implementing behaviour management strategies consistently and effectively</li> <li>○ Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes</li> <li>○ Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work</li> <li>○ Experience of having contributed to policy formulation, implementation, evaluation and review</li> <li>○ Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners</li> <li>○ Experience at Director level</li> <li>○ Experience of having led, or significantly contributed to the success of a school through its leadership, ethos, teaching and results</li> <li>○ Leadership and management of a major department or team</li> <li>○ Evidence of leadership of curriculum planning and development</li> </ul> | D<br>E<br>E<br>E<br>D<br>D<br>D<br>D<br>E<br>E<br><br>D<br>D<br><br>D<br>D<br><br>E<br>E | A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br><br>A/I<br>A/I<br><br>A/I<br>A/I<br><br>A/I<br>A/I |
| PROFESSIONAL DEVELOPMENT  |  |  |
| <ul style="list-style-type: none"> <li>○ Evidence of a commitment to own professional development</li> <li>○ Evidence of keeping up-to-date with educational thinking and knowledge</li> <li>○ A strong commitment to the quality of professional development of staff</li> <li>○ The drive to develop others capabilities and help them realise their full potential</li> </ul>  | E<br>E<br>E<br>E   | A/I<br>A/I<br>A/I<br>A/I   |
| SKILLS, BEHAVIOURS AND PERSONAL QUALITIES   |  |  |
| <ul style="list-style-type: none"> <li>○ High levels of Respect, Ambition, Determination, Tolerance and Integrity – our Academy values.</li> <li>○ An ability to grow and nurture Respect, Ambition, Determination, Tolerance and Integrity in students and other adults.</li> <li>○ Ability to establish a positive ethos with an accent on high achievement for all</li> <li>○ Ability to empathize with the needs of pupils and to be firm but fair and consistent</li> <li>○ Ability to prioritise and manage time effectively</li> <li>○ An effective communicator and motivator of pupils and staff</li> <li>○ A team player with the ability to establish good working relationships with staff, pupils and parents</li> <li>○ The ability to set clear expectations and parameters and to hold others to account for their performance</li> <li>○ The ability to challenge underperformance</li> <li>○ The tenacity to see things through</li> <li>○ Flexibility in approach</li> </ul>   | E<br>E<br>E<br>E<br>E<br>E<br>E<br><br>E<br>E<br>E<br>E                                  | A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br>A/I<br><br>A/I<br>A/I<br>A/I<br>A/I  |