

## Director of Learning Person Specification

This person specification is in addition to that of a subject teacher. The post holder will be expected to have the following skills and attributes:

### 1. Leadership and Management

- 1.1. Ability to work strategically, shaping the future and securing the learning outcomes of the vision.
- 1.2. Ability to plan, organise, prioritise and delegate workload effectively and meet deadlines.
- 1.3. Experience of leading a team, performance management, mentoring and developing others.
- 1.4. Desire, capacity and ability to develop others and challenge underperformance.
- 1.5. Evidence of ongoing professional development in relation to leadership.
- 1.6. Ability to evaluate and moderate the quality of learning and teaching within the Faculty and effect change.
- 1.7. Ability to produce reports and present information to a range of stakeholders.
- 1.8. Excellent analytical skills and the ability to interpret and use data in order to raise achievement.
- 1.9. Successful experience in raising student achievement and adding value.
- 1.10. Understanding of the importance of equality, diversity and safeguarding procedures in an educational environment.

### 2. Experience

- 2.1. Use and development of Quality Assurance systems and policies to improve Learning and teaching.
- 2.2. Experience of using innovative digital technologies to engage learners and enhance student outcomes.
- 2.3. Evidence of professional development relevant to the role.
- 2.4. Knowledge of and competence in the successful management of budgets.

### 3. Personal Qualities

- 3.1. High standards: leading by example, professional, continually upholding School aims and ethos.
- 3.2. Positivity: sense of humour, ability to inspire and energise others, 'can do, will do' approach.
- 3.3. Commitment: sustained energy and enthusiasm to achieve the School's vision for improvement.
- 3.4. Resilience and reliability: ability to remain calm under pressure, excellent attendance and punctuality.
- 3.5. Innovative: passionate about embracing new technologies, methodologies, ideas and practices.
- 3.6. Empathy: genuine care and passion for working with and developing young people and adults.
- 3.7. Excellent organisation and problem solving skills.
- 3.8. Excellent communication skills, verbal and written.
- 3.9. Excellent eye for detail and a commitment to excellence.

### 4. Other

- 4.1. This post is subject to an enhanced Disclosure and Barring Service check