

The Dearne ALC
Person Specification – Director of EBacc and More Able Champion

<i>Key Element</i>	<i>Detail of personnel specification</i>	<i>Essential</i>	<i>Desirable</i>	<i>Method</i>
1. Relevant Experience	You will have a proven track record of:			
	1. Successfully leading an EBacc faculty/subject with proven high impact on outcomes	✓		A/I/R
	2. Teaching in education at a secondary level and a proven track record of delivering successful outcomes for students.	✓		A/I/R
	3. Experience of successfully accelerating the progress of students in your area			
	4. Successful experience of monitoring, evaluating and improving student achievement at Key Stage 3 and Key Stage 4.	✓		A/I/R
	5. Experience of successfully challenging underperformance of staff and students.		✓	A/I/R
	6. Experience of coaching staff to develop their classroom practice.		✓	A/I/R
	7. Experience of preparing and leading training sessions.		✓	A/I/R
	8. Designing and developing resources to support learning.	✓		A/I/R
	9. Successful teaching experience in the secondary phase - Good or Outstanding teaching under the new OFSTED framework	✓		A/I/R
	10. Experience of working to raise progress and attainment of High Ability students			
2. Qualifications	1. A Graduate with Q.T.S. status	✓		A/C
	2. An upper second class degree or better in your area of expertise		✓	A/C
	3. 'A' level in your area of expertise	✓		A/C
	4. 'A' level grade in your area of expertise at C grade or above		✓	A/C
3. Training	1. Evidence of additional recent and relevant continuing professional development	✓		A/I/R

4. Specialist Knowledge and Skills	You will be able to demonstrate:			
	1. An up to date knowledge of the latest developments in pedagogy	✓		A/I/R
	2. Excellent subject knowledge in your area of expertise including relevant knowledge and understanding of new exam specifications	✓		A/I/R
	3. High level communication, organisational and management skills	✓		A/I/R
	4. An understanding of the factors contributing to successful outcomes in education for young people	✓		A/I/R
	5. The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively	✓		A/I/R
	6. The ability to evaluate colleagues' work and provide supportive feedback to secure improvement		✓	A/I/R
	7. An understanding of equal opportunities in secondary education	✓		A/I/R
5. Personal Attributes	8. Skilled in the use of ICT and modern technologies and possessing understanding of its potential contribution to school provision and improvement	✓		A/I/R
	You will be able to demonstrate you are or have:			
	1. An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter	✓		A/I/R
	2. Strong personal drive – a self-starter and a task completer; a 'can-do' positive attitude and approach	✓		A/I/R
	3. A team player	✓		A/I/R
	4. Personal impact and presence – a 'hands-on' approach	✓		A/I/R
	5. Emotional intelligence with the ability to recognise and manage stress in self and others	✓		A/I/R
	6. Commitment to learning for self and others and the development of own and others' skills and knowledge	✓		A/I/ R

	7. A liking for and the ability to inspire, enthuse and motivate members of the school and wider local community	✓		A/I/R
	8. Commitment to professional development in self and others – to coach, mentor and support colleagues in managing and evaluating all areas of their professional roles	✓		A/I/R
	9. Commitment to safeguarding young people	✓		A/I/R
	10. Commitment to principles of comprehensive and inclusive education	✓		A/I/R
	11. Commitment to abide by and uphold the policies on Equal Opportunities; Health and Safety and Child Protection at The Dearne ALC	✓		A/I/R
	12. A willingness and ability to be flexible	✓		A/I/R
	13. Openness, optimistic, energetic, and enthusiastic in demeanour and dealing with others	✓		A/I/R
	14. Honesty, integrity and care in approach and in relationships – a desire to do the right thing because it is <i>the right thing to do</i> and not simply because it is required of them	✓		A/I/R
	15. To enjoy working within an environment which is very challenging at times	✓		A/I/R

Key: A = Application C=Certificates I = Interview R = References