

Person Specification



Director of Learning

Criteria	Essential	Desirable	Evidence
Qualifications and training	<ul style="list-style-type: none"> Qualified Teacher Status Up to date knowledge of subject specialism 	<ul style="list-style-type: none"> Honours Degree or equivalent in a relevant subject. 2:1 Evidence of CPD (or equivalent experience) in relation to effective middle leadership 	Application form, Certificate, References
Teaching	<ul style="list-style-type: none"> A good or better classroom teacher with a sound understanding of the requirements of good and outstanding learning and teaching Excellent understanding of effective and engaging teaching methods An ability to engage, enthuse and motivate students and plan differentiated lessons to equal opportunity for all An understanding of, and an ability to create, a positive climate for learning Evidence of success in raising standards within specific subject area as a teacher Experience of working collaboratively with colleagues to improve student experiences or outcomes Equipped with successful strategies in raising standards of groups of students e.g. with SEN, G&T, boys Ability to deliver cross curricular programmes of study 	<ul style="list-style-type: none"> Teaching experience at KS3 and KS4 Involvement in developing effective and engaging teaching methods Experience of using ICT in teaching Evidence of leading and managing a team to achieve measurable success Experience of leading a whole school or departmental activity/initiative Experience of leading a team to plan and deliver cross curricular programmes of study 	Application form, Reference, Selection Process
Assessment	<ul style="list-style-type: none"> An understanding of the use of assessment to inform planning Evidence of improving student outcomes through effective use of assessment 	<ul style="list-style-type: none"> The ability to understand and produce meaningful student data Evidence of improving student outcomes at a department or whole school level 	Application form, Reference, Selection Process
Professional Attributes	<ul style="list-style-type: none"> The suitability to work with children Committed to safeguarding and promoting the welfare of children and young people Committed to making a difference to the lives of young people Ability to relate to and promote the ethos of the Academy and Teesside Learning Trust 	<ul style="list-style-type: none"> An interest and willingness to develop attractive enrichment activities for students Ability to support others, setting clear expectations so that they perform well under pressure, meet deadlines and maintain high professional standards at all times 	Application form, Enhanced DBS, Reference, Selection Process

	<ul style="list-style-type: none"> • Highly motivated and dedicated to continuously developing knowledge, skills and practice • Ability to perform well under pressure, meet deadlines and maintain high professional standards at all times • Professional empathy with the ability to understand different cultural or social backgrounds and skill levels • Excellent communicator who can engage with stakeholders and external bodies • Ability to establish professional relationships whilst maintaining appropriate boundaries with students and parents • Discrete and aware of issues of confidentiality • Demonstrates the ability to work effectively as part of a team • Aware of the confidential information and knowledge that we hold and only share this information in accordance with Academy Policy • 	<ul style="list-style-type: none"> • An individual who can model professionalism and act with integrity in everything that they do 	
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Freebrough Academy and Teesside Learning Trust are committed to Safeguarding and promoting the welfare of children and young people.

**All appointments are subject to satisfactory checks prior to and throughout the duration of employment.
All checks are mandatory and must be completed to the satisfaction of the Trust before a conditional offer of employment is confirmed.**