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| --- | --- | --- |
| **Criteria** | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Degree in relevant subject | ✓ |  |
| Teaching Qualification (QTS) | ✓ |  |
| Further subject/management/professional qualifications |  | ✓ |
| Willingness to complete leadership training as designated by the Trust | ✓ |  |
| **Background and Experience** |  |  |
| Evidence of relevant experience in secondary education | ✓ |  |
| At least two successful Appraisal cycles  | ✓ |  |
| Experience of leading a team of teachers | ✓ |  |
| Ability to demonstrate excellent classroom skills | ✓ |  |
| Understanding of strategies to raise the quality of teaching | ✓ |  |
| Have teaching skills that lead to excellent outcomes | ✓ |  |
| Demonstrate excellent and innovative pedagogical practice | ✓ |  |
| Ability to appraise, evaluate and advise colleagues on their work and outcomes | ✓ |  |
| Ability to use data to judge effectiveness of teaching and improve learning | ✓ |  |
| Understanding of current developments in education sector | ✓ |  |
| Willingness to undertake further training relevant to the post | ✓ |  |
| Capacity for and interest in further promotion | ✓ |  |
| **Personal Skills and Qualities**: **The successful applicant will be able to demonstrate the following:** |
| A commitment to the vision, mission and values of the AspirePlus Trust  |
| A compelling vision for the development of teaching in AspirePlus Trust schools |
| Ability to develop long, medium and short term strategies to develop striking impact |
| Ability to motivate, inspire and support others in securing consistently high standards |
| The ability to manage people effectively and employ a range of skills in leading others |
| The ability to delegate, prioritise and manage the performance of others |
| A resilient, creative and determined attitude |
| A positive and flexible approach to change and continuous improvement |
| Effective organisational and administrative skills |
| Effective team player and leader – willingness to take direction as well as provide it  |
| A commitment to academic excellence and to develop the full potential of all students |
| Empathy with an environment where high value is placed upon equality and diversity |
| High level communication skills (oral and written) |
| High level ICT and data management skills |
| Ability to maintain a sense of perspective and sense of humour |
| **Work Related Circumstances: The following will be regarded as essential:** |
| An excellent attendance and punctuality record |
| The possession of a clear enhanced DBS check |

**Post: Director of Learning**

**Person Specification**