



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION

POST TITLE: DIRECTOR OF STUDENT DEVELOPMENT (TLR 1b)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Good degree • Clear evidence of continuing professional development 	<ul style="list-style-type: none"> • MA (or enrolment in programme)
Experience	<ul style="list-style-type: none"> • Experience of leading a team • Clear evidence of successful teaching at examination level • Clear evidence of raising student achievement • Experience in a multicultural environment 	<ul style="list-style-type: none"> • Experience in more than one school • Evidence of work with a range of stakeholders
Ability / Skills	<ul style="list-style-type: none"> • Ability to manage whole school developments • Evidence of good organisational skills • Ability to assess students' progress and identify underachievement in a variety of ways • Ability to plan strategically to promote and raise student achievement • Ability to build supportive working relationships with colleagues • Evidence of ability to lead a team • Good interpersonal and communication skills • Evidence of good research skills • Ability to write clear concise reports • Ability to motivate and to effectively manage students in large numbers and individually • Ability to communicate effectively with parents and outside bodies 	

	Essential	Desirable
Equal Opportunities	<ul style="list-style-type: none"> • Awareness and commitment to equal opportunities issues and how these can be addressed in the classroom environment • Experience of working in a multi-cultural environment • Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** 	<ul style="list-style-type: none"> • Willingness to help formulate and implement equal opportunities policies
Child Protection	<ul style="list-style-type: none"> • Commitment to safeguarding and promoting the welfare of children and young people 	
Disposition	<ul style="list-style-type: none"> • To be interested in young people as individuals and how they learn and develop • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students • To believe in the importance of team work and a collaborative approach • Commitment to and understanding of collective responsibility and distributed leadership • Willingness to change duties in light of the needs of the school • Willingness to attend meetings and courses outside the school day • A flexible approach and a sense of proportion • Ability to work hard with competing deadlines, prioritizing appropriately, and maintaining good humour 	

**Fundamental British values - democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs.

***Co-operative Values - self-help, self-responsibility, democracy, equality, equity and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others.