

# Person Specification



## Director of Learning

| Criteria                        | Essential   | Desirable   | Evidence                                   |
|---------------------------------|---|---|--|
| Qualifications and training     | <ul style="list-style-type: none"> <li>qualified teacher status</li> <li>to have undergone training on the OfSTED framework</li> <li>to have undergone training in relation to effective middle leadership and be willing to undertake further training and development</li> </ul>  | <ul style="list-style-type: none"> <li>to be involved in training and development in preparation for Senior Leadership</li> </ul>   | Application form<br>Certificates           |
| Experience                      | <ul style="list-style-type: none"> <li>to have proven success in leading and managing a team to achieve proven success</li> <li>to have proven success in raising standards within specific subject area as a teacher and a leader</li> <li>experience of developing innovative programmes of study, personalised to the needs of students</li> </ul>   | <ul style="list-style-type: none"> <li>to have led a whole school/depart mental activity or initiative</li> <li>experience of planning and delivering cross curricular programmes of study</li> </ul> | Application form<br>Reference<br>Interview |
| Skills, knowledge and aptitudes | <ul style="list-style-type: none"> <li>clear vision of education and its purpose</li> <li>good knowledge of current educational issues</li> <li>excellent knowledge and ability to demonstrate an understanding of the requirements of good and outstanding learning and teaching</li> <li>to be a good/outstanding practioner</li> <li>knowledge of successful strategies in raising standards of groups of students e.g. with SEN, G&amp;T, boys</li> <li>excellent skills and knowledge in relation to leadership of AfL/APP</li> <li>ability to plan an innovative curriculum for students of all ages, personalised to their needs, within own subject area</li> <li>excellent leadership, interpersonal and organisational skills</li> <li>excellent written and verbal communication skills</li> </ul> | <ul style="list-style-type: none"> <li>ability to deliver cross curricular programmes of study</li> </ul>   | Application form<br>Reference<br>Interview |

|                    |   |  |  |
|--------------------|---|--|--|
|                    | <ul style="list-style-type: none"> <li>• ability to inspire staff and students</li> <li>• ability to work to and meet deadlines</li> <li>• ability to work under pressure</li> <li>• ability to lead and work as part of a team</li> <li>• ability to use ICT to present information and communicate effectively</li> </ul>   |  |  |
| Other requirements | <ul style="list-style-type: none"> <li>• suitability to work with children</li> <li>• committed to safeguarding and promoting the welfare of children and young people</li> <li>• committed to making a difference to the lives of young people</li> <li>• ability to relate to and promote the ethos of the Academy</li> <li>• calm, purposeful approach</li> <li>• self motivated and enthusiastic</li> <li>• willingness to be involved in the 'life' of the Academy</li> <li>• able to maintain a good work/life balance for themselves and others</li> <li>• discrete and aware of issues of confidentiality</li> <li>• to have good attendance and punctuality records</li> </ul> | <ul style="list-style-type: none"> <li>• to support extra curricular activities</li> </ul> | Application form<br>Reference<br>Interview |

**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.**