



## Director of Design and Technology and Art - Person Specification

Education and Qualifications	Criteria	Assessment
Evidence of success in professional development across career to date.	E	A/I
Appropriate educational and professional qualifications the role	E	A/I
Experience	Criteria	Assessment
A track record of success in leadership in a Design and Technology department	E	A/I
A track record of achievement in raising standards and delivering improvements in results	E	A/I
Success in leading a department or faculty through significant periods of development	E	I
Evidence of the ability to develop excellent relationships with young people and adults	E	I
Successful experience of using target setting, data analysis and curriculum innovation to improve performance	E	I
Experience in analysis of need and leadership in planning and implementing development initiatives for staff	E	A/I
Evidence of promotion of innovation in teaching and learning	E	I
Experience of working successfully with local community and external agencies/stakeholders	E	A/I
Knowledge, Skills and Qualities	Criteria	Assessment
A thorough understanding of school leadership and school improvement needed to achieve outstanding student progress and personal development	E	A/I
Knowledge of current education legislation, national strategies, trends and innovation	E	I
An understanding of the importance of research in developing approaches to learning and the ability to put this into practice	E	I
A thorough understanding of the benefits and implication of a specialist curriculum.	E	I
Understanding of and experience in the use of ICT for administrative, teaching and learning purposes	E	I
The ability to analyse performance accurately and to articulate reasons behind successful achievement and poor performance	E	I
Personal Qualities	Criteria	Assessment
A clear understanding of and commitment to the development of the ethos in the school	E	I
Clarity of vision	E	I
Determination to succeed in challenging situations	E	I
Sensitivity and wisdom in managing relationships with students, parents and staff	E	I
Ability to provide inspirational leadership to a large and diverse staff team	E	I
High level interpersonal and communication skills, capacity to influence	E	I
Commitment to inclusive education providing opportunity for achievement for all	E	I
Commitment to the wider community and its involvement in lifelong learning	E	I
High expectations of student achievement conduct and behaviour	E	I

**Criteria Key**

- D Desirable
- E Essential

**Assessment Key**

- A Application Form
- I Interview