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| **Job Title: TLT School Improvement Director T&L (West Midlands Hub)** | **Essential** | **Desirable** |
| **Education and Qualifications** |
| Qualified teaching status  | ✓ |  |
| Educated to degree level or equivalent  | ✓ |  |
| Further professional qualifications relevant to the post  |  | ✓ |
| **Experience** |
| Relevant leadership experience  | ✓ |  |
| Whole school understanding of leadership issues | ✓ |  |
| Previous experience of delivering school to school support | ✓ |  |
| Recent involvement in local networks or LA initiatives in teaching and learning | ✓ |  |
| Significant experience of the monitoring and development of teaching and learning | ✓ |  |
| Experience of meeting deadlines, setting targets and managing change | ✓ |  |
| Experience of school inspection |  | ✓ |
| Working with school Governors |  | ✓ |
| Experience of ICT application within the curriculum |  | ✓ |
| **Knowledge and Skills** |
| Experienced School leader or improvement advisor | ✓ |  |
| Proven problem solving ability | ✓ |  |
| Excellent communication skills, both written and oral | ✓ |  |
| Good interpersonal skills with the ability and experience to enthuse and motivate others | ✓ |  |
| The ability to develop effective partnerships and networks | ✓ |  |
| A flexible approach to task management | ✓ |  |
| Ability to work as part of a team and on own initiative | ✓ |  |
| Experience of inspection and evaluation of educational provision and standards | ✓ |  |
| Able to mentor and coach others |  | ✓ |
| Understanding of the national educational context | ✓ |  |
| Knowledge of current curriculum requirements | ✓ |  |
| Excellent understanding of current pedagogical issues | ✓ |  |
| Awareness of the uses of data analysis to highlight areas for development | ✓ |  |
| **Personal Attributes** |
| Work in accordance with the Trust’s values and behaviours | ✓ |  |
| Sound judgement and decision maker – confident in using own initiative | ✓ |  |
| Eligible to live and work in the UK | ✓ |  |
| Willing to work flexibly in accordance with policies and procedures to meet the operational needs of the Trust and to attend National conferences on teaching and learning  | ✓ |  |
| A commitment to continuing personal development and training  | ✓ |  |
| A commitment to safeguarding and promoting welfare of children and young people | ✓ |  |
| **Other requirements** |
| An understanding and awareness of Equal Opportunities issues | ✓ |  |
| An ability to promote equality of opportunity and recognise the potential for developing this in school communities | ✓ |  |