

## Person Specification

### Post: Director of Curriculum Phase (Induction 6 and 7, Transition 8 and 9, Upper 9 and 10)

| Attributes                  | Essential  | Desirable  | How identified   |
|-----------------------------|--|--|--|
| <b>Qualifications</b>       | <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Good honours degree</li> </ul>  | <ul style="list-style-type: none"> <li>• Postgraduate qualification</li> <li>• Middle leadership certification (eg NPQML)</li> <li>• Named Person training</li> </ul>  | <ul style="list-style-type: none"> <li>• Application</li> <li>• Certification</li> </ul>                   |
| <b>Experience</b>           | <ul style="list-style-type: none"> <li>• Values driven</li> <li>• Strong teaching ability backed up by good and outstanding outcomes</li> <li>• Data driven planning to target instruction</li> <li>• Minimum of 3 years as a middle leader with measurable impact</li> <li>• Impact as a form tutor or in a pastoral position</li> </ul>  | <ul style="list-style-type: none"> <li>• Working in an inner-city area of high deprivation</li> </ul>  | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul> |
| <b>Knowledge and skills</b> | <ul style="list-style-type: none"> <li>• High expectations which motivate and challenge students</li> <li>• Current developments in behaviour management to ensure a disciplined and joyful culture</li> <li>• Commitment to safeguarding</li> <li>• Razor-sharp focus on data</li> <li>• Build a cohesive team and create clarity</li> <li>• Support colleagues to bring out the best in them</li> <li>• Good judgement</li> <li>• Build effective relationships with families</li> </ul>   | <ul style="list-style-type: none"> <li>• Understanding of what makes a Dixons academy different and successful</li> <li>• Coaching and practice</li> <li>• Strong analytical and strategic thinking skills</li> <li>• Simplify complex issues and develop innovative solutions</li> <li>• Multi-agency work</li> </ul> | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul> |
| <b>Character</b>            | <ul style="list-style-type: none"> <li>• Strong moral purpose and drive for improvement</li> <li>• Mission-aligned</li> <li>• Humble and kind</li> <li>• Motivated, enthusiastic and flexible</li> <li>• Excellent interpersonal skills</li> <li>• Good sense of humour</li> <li>• Desire to develop yourself</li> <li>• Ability to give, receive and act on feedback</li> <li>• Strong attention to detail</li> <li>• Ability to work under pressure</li> <li>• Commitment to the full life of the academy</li> <li>• Highly visible leader</li> <li>• Utter belief and drive to ensure that students receive the absolute best quality of education</li> </ul> | <ul style="list-style-type: none"> <li>• Ambitious</li> </ul>  | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• References</li> </ul> |