

Director of Learning – Person Specification

	Essential	A/I	Desirable	A/I
Education and Qualifications	<ul style="list-style-type: none"> • QTS • Degree 	<p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> • Leadership qualification- NPQSL or middle leadership qualification (<i>or working towards</i>) • Demonstrable commitment to on-going personal CPD 	A
Professional Experience and Knowledge	<ul style="list-style-type: none"> • Experience of leading a successful team in a secondary school context 	A/I	<ul style="list-style-type: none"> • Experience of leading a Faculty and/ or experience of leading a pastoral team 	A
Skills, Knowledge and Aptitude	<ul style="list-style-type: none"> • Be well-informed about best practice, developments and initiatives in school improvement • High levels of personal organisation and the ability to organise the work of others • Ability to inspire others and to encourage a collegiate approach to the work of the Academy • Ability to lead by example in delivering the highest quality opportunities to the students • Ability to ensure compliance with Academy policies and Performance Management procedures • Understanding of how data is used to drive school improvement 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> • Proven record of improvement within an area of a secondary school • Experience of developing the organisational skills of others in a team • Proven record of collegiate leadership in secondary school context • Demonstrable excellent outcomes in present position • Experience of policy development within a secondary school context • Proven record of having used data to drive an aspect of school improvement 	A/I
Personal Qualities	<ul style="list-style-type: none"> • Professional approach • Able to demonstrate absolute discretion, confidentiality and commitment • Able to liaise sensitively with colleagues, students, parents and carers • Enthusiasm, determination and an insistence on the highest standards • A commitment to diversity and equality • Able to problem- solve , and work independently • Flexibility- able to take on a number of leadership tasks within the Academy • Resilience and a determination to succeed 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>	<ul style="list-style-type: none"> • All essential personal qualities having been demonstrated in a significant secondary school leadership role 	A