



Person Specification
Associate Director of Subject

Part A: Application Stage

The following criteria will be used to short-list at the application stage:

Essential

A	ESSENTIAL
1	Qualified Teacher Status
2	Degree (or equivalent)
3	Evidence of recent and relevant further professional development
4	Be a Specialist Leader in Education (SLE) of your curriculum area (or be committed to working towards)
5	Proven successful track record of curriculum leadership in specialist curriculum area
6	Experience of monitoring and evaluating teaching/learning and target setting including the ability to accurately analyse data
7	Experience of effective working with a range of relevant stakeholders
8	Successful sustained experience of teaching in KS3 and KS4 which is at least good
9	Evidence of knowledge and understanding of risk management
10	Evidence of knowledge and understanding of safeguarding issues
A	DESIRABLE
11	Higher degree or post graduate curriculum or leadership and management qualification
12	Successful experience of working with the school community in raising the school profile
13	Experience of education in an environment that can be challenging

Part B: Assessment Stage

All items of the application stage criteria and the criteria below will be further explored at the assessment stage:

A	ESSENTIAL
1	Good knowledge of the school self-evaluation and planning framework and ability to contribute to implementation
2	Good knowledge of leadership and management styles and when to use them
3	Able to plan personal workload and set priorities
4	Good written and oral communication skills to a range of audiences
5	Able to work with parents/carers to understand and meet the needs of individual students
6	A team leader who can ensure the involvement and commitment of all team members
7	Persuasive and confident in a range of different environments
8	Has a sound knowledge of strategies to enhance teaching and learning opportunities within academies
9	Understanding and experience of Performance Management and accountability in a school
10	A profound commitment to the vision and ethos of the Trust and the maintenance of excellent standards
11	A commitment to equality and diversity
12	High standards of integrity and a positive role model for students, staff, parents and the wider community
13	Appropriate behaviour, attitude and commitment towards safeguarding and promoting the welfare of children and young people including: <ul style="list-style-type: none"><li data-bbox="360 1738 1062 1771">• Motivation to work with children and young people<li data-bbox="360 1805 1278 1883">• Ability to form and maintain appropriate relationships and personal boundaries with children and young people<li data-bbox="360 1917 1182 1951">• Emotional resilience in working with challenging behaviours<li data-bbox="360 1984 1270 2018">• Constructive attitude to use of authority and maintaining discipline

14	No disclosure about criminal convictions or safeguarding concern that make applicant unsuitable for this post
15	Stamina, resilience reliability and integrity
16	An understanding of the value of a successful work life balance for self and others
17	A high level of interpersonal skills with the ability to empathise with different points of view and win respect
18	Ability to motivate and inspire others
19	Persuasive and confident in a range of different environments
B	DESIRABLE
1	Effective financial and resource management skills
2	Aware of opportunities for teaching and learning presented by new technologies

The following methods of assessment will be used:

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- Technical Assessment of application against criteria
- Activities designed to provide evidence to assess against Person Specification
- Presentation
- Interview

Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced DBS Certificate
2	Additional criminal record checks if applicant has lived outside the UK
3	Medical clearance
4	Qualifications essential to the post
5	Two references from current and previous employers (or education establishment if applicant not in employment)