

**DIRECTOR OF MUSIC - PERSON SPECIFICATION**

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| QUALIFICATIONS | ESSENTIAL | DESIRABLE | METHOD OF ASSESSMENT |
| A good honours degree in Music or other related subject | ✓ |  | Appropriate original certificates |
| A teaching qualification | ✓ |  | Appropriate original certificates |
| Higher degrees |  | ✓ | Appropriate original certificates |
| Membership of professional body relevant to subject |  | ✓ | Appropriate original certificates |
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| EXPERIENCE |  |  |  |
| Experience of teaching Music successfully up to and including A Level, with a good track record of Public Examination results | ✓ |  | Application Form  Interviews  References |
| Experience of leading a range of extra-curricular musical activities in a School or elsewhere | ✓ |  | Application Form  Interviews  References |
| Experience of leading a Music Department |  | ✓ | Application Form  Interviews  References |
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| BASIC SKILLS, CHARACTERISTICS & COMPETENCIES | | | |
| Excellent subject knowledge and passion for Music | ✓ |  | Teaching lesson  Opportunities at interviews to recount experience |
| Ability to play the piano in Assembly and other public occasions | ✓ |  | Interview |
| Ability to play a string orchestral instrument |  | ✓ | Interview |
| Knowledge of current educational practice | ✓ |  | Questions asked during interviews |
| Excellent communication skills | ✓ |  | Interviews and teaching lesson |
| An appreciation of independent schools and their ethos | ✓ |  | Interview |
| Advanced research skills |  | ✓ | Opportunities at interviews to recount experience and interview task |
| A willingness to undertake appropriate training to develop teaching skills and subject knowledge | ✓ |  | Opportunities at interviews to recount experience |
| Knowledge, understanding and competence in ICT and appropriate software packages | ✓ |  | Teaching lesson  Opportunities at interviews to recount experience and interview task |
| Behaviour management skills | ✓ |  | Teaching lesson  Opportunities at interviews to recount experience |
| Learning support skills |  | ✓ | Teaching lesson  Opportunities at interviews to recount experience |
| Good eye for attractive displays around School to communicate musical achievements |  | ✓ | Opportunities at interviews to recount experience or to give ideas for these |
| Awareness and understanding of safeguarding and welfare of children | ✓ |  | Questions at interview to test attitudes towards and knowledge of children’s safeguarding and welfare  Reference |
| Awareness of GDPR and understanding of its application in School life |  |  | Questions at interview  Reference |
| A willingness to be involved in the wider life of the School | ✓ |  | Opportunities at interviews to recount experience or to give ideas for these |
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| PERSONAL QUALITIES |  |  |  |
| Sense of humour | ✓ |  | Opportunities at interview  Reference |
| Enthusiasm and energy | ✓ |  | Opportunities at interview  Reference |
| Self-motivation | ✓ |  | Opportunities at interview  Reference |
| Commitment | ✓ |  | Opportunities at interview  Reference |
| Patience and diplomacy | ✓ |  | Opportunities at interview  Reference |
| Flexibility, resilience and excellent organisational skills | ✓ |  | Opportunities at interview  Reference |
| Ability to seek and take advice | ✓ |  | Opportunities at interview  Reference |

Updated May 2019