

# ICHS Director of Student Development Person Specification



All staff members at ICHS are expected to demonstrate a commitment to Safeguarding and Equal Opportunities, with a proven ability to work effectively in culturally and linguistically diverse learning environments. This person specification is related to the requirements of the post as determined by the job description.

<b>Post Title:</b>	<b>Director of Teaching and Learning</b>
<b>Education and Qualifications</b>	<ul style="list-style-type: none"> <li>• A degree in your chosen primary subject or a related subject.</li> <li>• Qualified Teacher Status</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Recent and relevant experience of successfully teaching across all Key Stages, including teaching GCSE and A Level</li> <li>• Recent and relevant experience of pastoral, behavioural or student personal development work in school</li> <li>• Experience of leading a team of staff to secure high outcomes, ideally in a pastoral, behavioural or student personal development setting</li> <li>• Evidence of appropriate continued personal and professional development in your chosen subject and areas of responsibility</li> <li>• Experience of successfully implementing strategies for raising achievement and achieving excellence for students</li> <li>• Experience of high-quality curriculum or pastoral development to maximise participation and strengthen progress and achievement for all students</li> <li>• Experience of working with others to develop teaching skills</li> <li>• Experience of organising plans of data analysis, target setting, monitoring, evaluation and review.</li> </ul>
<b>Knowledge, Skills and Understanding</b>	<ul style="list-style-type: none"> <li>• A thorough knowledge and understanding of effective practices to safeguard children</li> <li>• A sound knowledge and understanding of how to promote equalities and ensure inclusive teaching and learning</li> <li>• A broad and secure knowledge of your chosen subject and its effective teaching, learning and assessment at all key stages including GCSE and A Level</li> <li>• A clear understanding of effective learning and teaching styles</li> <li>• The ability to communicate effectively, both orally and in writing, with a range of audiences</li> <li>• Command credibility through the discharge of your duties and use your expertise to influence others in relation to student progress and school ethos</li> <li>• Demonstrate a good knowledge and understanding of current educational issues relating to the specialist subject areas - including policy, legal frameworks, wider development in curriculum and assessment</li> <li>• Make informed use of research and inspection findings and apply good practice to and from other subjects and areas</li> <li>• An excellent understanding of student assessment and target setting for individual student improvement and how that analysis contributes to high standards.</li> <li>• Ensure all students are well prepared for any tests and examinations in the subject and have been motivated, supported and challenged to maximise their progress</li> <li>• Experience of managing a budget and making effective use of subject-specific resources</li> <li>• Understand the impact of effective leadership in securing high quality learning and outcomes</li> <li>• Has proven behaviour management and excellent classroom skills</li> <li>• A thorough understanding of Health and Safety in schools as it applies to the classroom and wider learning opportunities in your chosen curriculum area</li> </ul>

**Personal  
Qualities and  
Attributes**

- Has an ability to face, de-personalise and overcome challenging situations whilst thinking, planning and implementing strategically.
- Is committed to and understands the wider aspects and importance of student development including tutoring and the teaching of the pastoral curriculum and PSHEE.
- Has the ability to help develop and to support the school's vision of high-quality education based on moral integrity and the school's core values.
- Is willing to initiate and participate in cross-curricular and extra-curricular activities and to be involved in all aspects of school life.
- The ability to lead, motivate and inspire students and to forge positive and productive relationships with parents, staff, external agencies and the wider school community.
- Is determined to promote a culture that celebrates success.
- Has the ability to support a team culture and is flexible and able to work under pressure and meet deadlines.
- Is an excellent role model for staff and students, including having excellent attendance and punctuality.
- Has a solution-focussed mind set and a determined approach to raising standards with a positive 'can-do' attitude.
- Has a willingness to utilise the possibilities of ICT in the development of Teaching and Learning and management
- Ability and willingness to work to get the best from all students and to promote the enjoyment and success of students in the faculty throughout the school
- A Commitment to your own personal and professional development
- Emotional intelligence and empathy.
- A sense of humour

This post is subject to an enhanced DBS Disclosure and the successful applicant will be subject to relevant vetting checks before an offer of appointment is confirmed. The successful applicant will be subject to rechecking as appropriate.