

**Person Specification**

**Assistant Director of Learning**

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| **Criteria** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications and training** | * Qualified Teacher Status * Up to date knowledge of subject specialism | * Honours Degree or equivalent in a relevant subject. 2:1 * Further professional development in the subject area * Evidence of further training in relation to middle leadership | Application form, Certificates, References |
| **Teaching** | * A ‘good’ or better classroom teacher * Excellent understanding of effective and engaging teaching methods * An ability to engage, enthuse and motivate students and plan differentiated lessons to equal opportunity for all * An understanding of, and an ability to create, a positive climate for learning * To have proved success in jointly leading and managing a team | * Teaching experience at KS3 and KS4 * Involvement in developing effective and engaging teaching methods * Experience of using ICT in teaching * To have led a whole school or departmental activity or initiative * Knowledge of research and development in teaching and learning * Knowledge of national initiatives relating to subject area | Application form, Reference, Selection Process |
| **Assessment** | * An understanding of the use of assessment to inform planning * Evidence of improved student outcomes | * The ability to understand and produce data regarding students | Application form, Reference, Selection Process |
| **Professional Attributes** | * Highly motivated and dedicated to continuously developing knowledge, skills and practice * Ability to perform well under pressure, meet deadlines and maintain high professional standards at all times * Professional empathy with the ability to understand different students cultural or social backgrounds and skill levels * Excellent communicator who can engage with stakeholders and external bodies * Ability to maintain professional boundaries with students and parents * Discrete and aware of issues of confidentiality * Demonstrates the ability to work effectively as part of a team | * Excellent leadership and organisational skills * An interest in enrichment activities * Ability to inspire and lead within a faculty | Application form, Enhanced DBS, Reference, Selection Process |

**Freebrough Academy and Teesside Learning Trust are committed to Safeguarding and promoting the welfare of children and young people.**

**All appointments are subject to satisfactory checks prior to and throughout the duration of employment. All checks are mandatory and must be completed to the satisfaction of the Trust before a conditional offer of employment is confirmed.**