

**Person Specification**

**Assistant Director of Learning**

|  |  |  |  |
| --- | --- | --- | --- |
| **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.**