

## Director of English - Person Specification

Education and Qualifications	Criteria	Assessment
Qualified teacher status	E	A
Good honours graduate	E	A
Commitment to personal/professional development	E	A
Experience, Professional Knowledge, skills, and competencies	Criteria	Assessment
Evidence of promotion of innovation in teaching and learning	E	I
Experience of having designed, implemented, and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes.	E	I
Experience of having improved the quality of teaching and learning.	E	I
Experience of working successfully with local community and external agencies/stakeholders	D	I
A track record of working successfully in partnership with other educational organisations	D	I
Evidence of the ability to develop excellent relationships with young people and adults	E	I
Successful experience of using target setting, data analysis and curriculum innovation to improve performance	E	I
Experience leading a team and/or working to support the significant success of others	E	I
Knowledge, Skills, and Qualities	Criteria	Assessment
Strong command of and enthusiasm for the subject	E	A/I
Knowledge of the national secondary education system, examinations, and curriculum	E	I
Ability to employ a range of effective teaching, learning styles and assessment methods	E	I
A thorough understanding of the benefits and implication of a specialist curriculum.	E	I
Ability to use assessment data to inform planning and set targets.	E	I
Effective behaviour management and commitment to always ensure excellent standards of behaviour	E	I
Personal Qualities	Criteria	Assessment
A clear understanding of and commitment to the development of the ethos in the school	E	I
Resilience, motivation, and determination to succeed in challenging situations	E	I
Reflective and proactive in seeking feedback to constantly improve practice	E	I
Sensitivity and wisdom in managing relationships with students, parents, and staff	E	I
Commitment to inclusive education providing opportunity for achievement for all	E	I
Commitment to the wider community and its involvement in lifelong learning	E	I
High expectations of student achievement, conduct and behaviour	E	I
A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action	E	I
Excellent interpersonal, planning, and organisational skills	E	I
Openness, sense of humour, energy, and enthusiasm	E	I

**Criteria Key**

Desirable  
Essential

**Assessment Key**

A Application Form  
I Interview