



Davenant Foundation School

Director of Essex Schools ITT

Personal Specification

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none"> • Honours degree equivalent • Excellent subject knowledge and classroom practice • Appropriate professional development for the position of Director of ITT 	<ul style="list-style-type: none"> • Further qualifications, especially in educational management • Qualified Teacher status (or equivalent)
<ul style="list-style-type: none"> • Teaching/lecturing experience in school/college and a commitment to education for all • A high regard for young people and the learning process 	<ul style="list-style-type: none"> • Teaching experience post-16 • Teaching experience in at least two schools
<ul style="list-style-type: none"> • Ability to deliver/facilitate training sessions which link theory and practice • Clear understanding of school-based ITT • Track record of high-quality teaching • Experience of coaching and mentoring 	<ul style="list-style-type: none"> • Experience of collaborative staff development
<ul style="list-style-type: none"> • Experience of middle or senior leadership • Experience of working with a variety of stakeholders 	<ul style="list-style-type: none"> • Experience of managing a budget
<ul style="list-style-type: none"> • An understanding of the management of change and the willingness to view change as a positive developmental process 	<ul style="list-style-type: none"> • Experience of managing a change process in current or previous employment
<ul style="list-style-type: none"> • Commitment to and experience of maintaining the highest standard of pastoral care 	<ul style="list-style-type: none"> • Experience in aspects of child protection and behaviour management
<ul style="list-style-type: none"> • A passion for improving the social and economic success of young people in the local area • Ability to create vision for the wide stakeholders involved in ITT • Self-motivated and resilient and the ability to develop effective partnerships and handle multiple lines of accountability. • Excellent communication and presentation skills • Honesty, integrity and loyalty • Good sense of humour 	<ul style="list-style-type: none"> • Commitment and involvement at a place of mainstream Christian worship
<ul style="list-style-type: none"> • ICT literacy, with sound competence in the use of word processing and spreadsheets, and the desire and ability to learn and develop new software packages readily 	<ul style="list-style-type: none"> • Competence in full range of Microsoft Office products (or equivalent) • Ability and experience to manage and interpret student performance data
<ul style="list-style-type: none"> • Experience of interviewing adults in an education setting • A willingness & ability to take the lead the recruitment of potential trainees and ensure the correct procedures are followed by everyone entrusted with this role. 	<ul style="list-style-type: none"> • Safer Recruitment trained
<ul style="list-style-type: none"> • A well-developed understanding of the issues surrounding the use of ICT in the curriculum 	<ul style="list-style-type: none"> • Active experience of using ICT in the classroom
<ul style="list-style-type: none"> • Work with senior managers 	
<ul style="list-style-type: none"> • Ambition for self and school 	
<ul style="list-style-type: none"> • A willingness to speak your mind, while maintaining absolute integrity, honesty and confidentiality 	