

## Person Specification - Director of Primary and Early Years Initial Teacher Education

	Detail
Qualifications & Experience	<p><b>Specific qualifications &amp; experience</b></p> <p><i>Essential</i></p> <ul style="list-style-type: none"> <li>• Qualified teacher status (as recognised by the department for education).</li> <li>• Evidence of experience of initial teacher training</li> <li>• Evidence of active involvement in professional development</li> </ul> <p><i>Desirable</i></p> <ul style="list-style-type: none"> <li>• Masters' degree</li> </ul>
	<p><b>Knowledge skills and experience</b></p> <p><i>Essential</i></p> <ul style="list-style-type: none"> <li>• A proven track record of developing and improving teacher effectiveness, particularly with early career teachers or trainees.</li> <li>• Strong understanding of relevant research in education and how it applies to curriculum design and pedagogy.</li> <li>• Experience of leadership in an education setting.</li> </ul> <p><i>Desirable</i></p> <ul style="list-style-type: none"> <li>• Some experience of managing a budget</li> <li>• Proven ability in leading staff teams and measuring progress</li> <li>• Successful experience of teaching in more than one phase EYFS/KS1 / KS2</li> </ul>
Communication	<ul style="list-style-type: none"> <li>• Excellent communication and presentation skills</li> <li>• Ability to deal calmly, professionally and effectively with a diverse group of people at all levels both within and outside the organisation</li> <li>• Ability to use tact, diplomacy, discretion and confidentiality at all times</li> <li>• Development and implementation of effective systems to share information.</li> </ul>
Working with others	<ul style="list-style-type: none"> <li>• Excellent team skills and the ability to network effectively</li> <li>• Ability to prioritise work for self and others</li> <li>• Understand and support the importance of physical and emotional wellbeing.</li> </ul>
Responsibilities	<p><b>Organisational skills</b></p> <ul style="list-style-type: none"> <li>• Excellent organisational skills.</li> <li>• Ability to remain calm under pressure.</li> <li>• To be flexible.</li> </ul> <p><b>Line Management</b></p> <ul style="list-style-type: none"> <li>• Ability to manage and support the work of others.</li> </ul> <p><b>Time Management</b></p> <ul style="list-style-type: none"> <li>• Ability to manage own time effectively.</li> <li>• Ability to adapt quickly and effectively to changing circumstances/situations.</li> </ul> <p><b>Creativity</b></p> <ul style="list-style-type: none"> <li>• Demonstrate creativity and an ability to resolve problems.</li> </ul>
General	<ul style="list-style-type: none"> <li>• Have a good understanding of and commitment to promoting Equality, Diversity &amp; Inclusion</li> <li>• An understanding of and commitment to the ethos of CTSN and Essex Primary SCITTs</li> <li>• Commitment to safeguarding and promoting the welfare of children and young people</li> <li>• Demonstrate a clear commitment to develop and learn in the role.</li> <li>• Ability to critically evaluate own performance.</li> </ul>