Person Specification

Post: Director of Culture

Attributes	Essential	Desirable	How identified
Qualifications	• Qualified Teacher Status • Good honours degree	• Relevant PD • Post-graduate study	• Application • Certification
Experience	• Values driven • Strong teaching ability backed up by good and outstanding outcomes • Leading high quality development of culture, curriculum or another whole school area • Tailored teaching that challenges and supports SEND students • Significant impact as a middle leader	• Working in an inner-city area of high deprivation • Impact of leading other significant development areas across a whole school • Working in a similar role	• Application • Interview • References
Knowledge and skills	• High expectations which motivate and challenge students and staff • Excellent knowledge relating to areas of culture, behaviour, and inclusion • Accurate analysis, interpretation and understanding of culture and inclusion data • Behaviour management to ensure a disciplined and joyful culture • SEND practice and theory • Leadership in large group settings • Create and over-communicate clarity • Razor-sharp focus on data • Ability to lead by example • Hold others to account • Support colleagues to bring out the best in them • Ability to prioritise and manage workload efficiently • Good judgement • Build effective relationships with families • Commitment to safeguarding	• Understanding of what makes a Dixons academy different and successful • Strong line management / coaching of teachers • Simplify complex issues and develop innovative solutions • Strong analytical skills • DSL or DDSL trained or previous role	• Application • Interview • References
Character	• Strong moral purpose and drive for improvement • Mission-aligned • Humble and kind • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy	• Willingness to offer extra-curricular provision	• Application • Interview • References