

Person Specification

Post: Director of Visual Arts

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status 		<ul style="list-style-type: none"> • Application
Experience	<ul style="list-style-type: none"> • Values driven • A strong track record of excellent classroom practice and / or instructional leadership which delivers exceptional outcomes • Subject or phase leadership experience • Leading enrichment that increases access and participation 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Working across multiple schools or phases • Proven experience of influencing practice beyond own school • Coaching other coaches • Leading enrichment work at scale 	<ul style="list-style-type: none"> • Application • Interview
Knowledge and skills	<ul style="list-style-type: none"> • Commitment to safeguarding • Strong knowledge of effective instruction and inclusive classroom practice • Understanding of curriculum and assessment design in visual arts and its relationship to instructional quality and student outcomes • Ability to analyse teaching and student work precisely and translate this into actionable next steps • Effective professional development, including design and delivery of impactful CPD • Strong knowledge of safe working practice for visual arts • Ability to prioritise and work with urgency, discipline and focus • Commitment to equity and excellence • Knowledge of how to broaden access to arts and culture for disadvantaged students • Microsoft Office, especially Outlook, Excel and Word 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Familiarity with contemporary practice in art and design and how this can enrich curriculum and student aspiration • Experience or understanding of building partnerships with galleries, museums, artists, community organisations and / or creative industries • Understanding of the opportunities and limitations of educational technology in improving teaching quality (including in visual arts) 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • 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 our trust 		<ul style="list-style-type: none"> • Application • Interview • References