

Person Specification

Post: Trust Instruction Coach

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status 		<ul style="list-style-type: none"> • Application • Certification
Experience	<ul style="list-style-type: none"> • Values driven • A strong track record of excellent classroom practice and / or instructional leadership • A strong track record of delivering exceptional outcomes • Subject or phase leadership experience 	<ul style="list-style-type: none"> • Working in an inner-city area of high deprivation • Experience working across multiple schools or phases • Proven experience of influencing teaching practice beyond own school • Experience coaching other coaches or leading instructional development 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 • Understanding of curriculum design and its relationship to instructional quality • Deep understanding of instructional coaching and deliberate practice • Ability to analyse teaching precisely and translate this into actionable next steps • Effective professional development, including design and delivery of impactful CPD • Ability to prioritise and work with urgency, discipline and focus • Commitment to equity and excellence • Agility in focus • Knowledge of inclusive classroom practice and how high-quality instruction supports all learners, including those with SEND. • Microsoft Office, especially Outlook, Word and Excel 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons academy different and successful • Knowledge of coaching and how to develop instructional capacity in others • Understanding of trust-wide improvement work and the challenges of improving teaching at scale • Familiarity with using video and digital tools to support observation, modelling, rehearsal and feedback • Understanding of the opportunities and limitations of educational technology in improving teaching quality 	<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