

# Director of Sport Person Specification

Education and Qualifications	Essential	Desirable	Assessment
Qualified teacher status	✓		A
Good honours graduate	✓		A
Advanced coaching awards in at least one major sport		✓	A
Leadership Qualification		✓	A
Commitment to personal/professional development	✓		I

Experience	Essential	Desirable	Assessment
Experience of teaching KS3, KS4 and A Level Physical Education	✓		A/I
Experience of the International Baccalaureate		✓	A/I
Demonstrable experience of working at management level	✓		A/I
Proven track record of developing and managing successful sports programmes	✓		A/I
Experience of working with children of a wide ability range	✓		A/I
Experience of enhancing development of skills and talent	✓		A/I
Experience of working in an independent school		✓	A/I

Knowledge and Understanding	Essential	Desirable	Assessment
Secure knowledge and understanding of the concepts and skills in specialist subject	✓		A/I
Clear understanding of the secondary curriculum and its assessment	✓		A/I
Ability to employ a range of effective teaching, learning styles and assessment methods	✓		A/I
Ability to use assessment data to inform planning and set targets	✓		A/I
Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning in subject		✓	A/I

Skills and Attributes	Essential	Desirable	Assessment
Ability to raise achievement for all	✓		A/I
Committed to ensuring excellent standards of behaviour at all times	✓		A/I
Ability to establish good working relationships and effective teamwork	✓		A/I
Excellent communication skills	✓		A/I
Excellent role model for staff and students	✓		A/I

Innovatory approaches to curriculum delivery	✓		A/I
Ability to generate ideas and drive initiatives	✓		A/I
Willingness to contribute to extra-curricular activities	✓		A/I
Playing and coaching experience to a good level in either rugby or football		✓	A/I

Personal Qualities	Essential	Desirable	Assessment
High expectations of students and colleagues	✓		A/I
Highly motivated and able to motivate and inspire students	✓		A/I
Enthusiastic and committed	✓		A/I
A passion for teaching	✓		A/I
Open-mindedness	✓		A/I
A forward-thinking approach	✓		A/I
Excellent interpersonal skills	✓		A/I
Ability to be reflective and self-critical	✓		A/I
Display calmness under pressure	✓		A/I
Have an understanding and interest in boarding duties		✓	A/I
A commitment to the whole life of a busy boarding community		✓	A/I
Charismatic - having 'a presence'		✓	A/I
Recognise the importance of personal responsibility for Health and Safety	✓		
Willingness to take on other roles and responsibilities within the department	✓		A/I
Commitment to the school's ethos, aims and its whole community	✓		

### Assessment Key

A Application Form

I Interview