

Deputy Director - PERSON SPECIFICATION

Category	Essential	Desirable
1. Faith Commitment	<ul style="list-style-type: none"> • Must be a practising Catholic who can inspire and live the teachings of the Faith • The passion to share faith with others in teaching 	<ul style="list-style-type: none"> • Evidence of participation in faith life of the community.
2. Qualifications	<ul style="list-style-type: none"> • Qualified teacher • Experience of teaching RE in school. 	<ul style="list-style-type: none"> • CCRS or equivalent. • Evidence of further study in Religious education. • Alpha course.
3. Experience	<ul style="list-style-type: none"> • Experience of an effective classroom teacher across Key stages. • A sound knowledge of RE programmes of study • A keen interest in the ongoing development in Religious Education. • Solid understanding and teaching of RE Curriculum at KS3/4/5 	<ul style="list-style-type: none"> • Ability to assess the strengths and weaknesses of RE programmes of study across all sectors.
4. Professional Development	<ul style="list-style-type: none"> • Evidence of commitment to own professional development. • Evidence of potential to lead and manage an area of the RE curriculum and staff. • Evidence of a vision of the BDES 	<ul style="list-style-type: none"> • Recent in-service training in leadership and management. • Evidence of leading/ managing an initiative. • Ability to demonstrate an impact of CPD.

<p>5. Strategic Leadership</p>	<ul style="list-style-type: none"> • Ability to share a vision of BDES to our Catholic schools/academies. • Successful evidence of motivating staff. • Evidence of leading a development within RE department and the successful outcome. • Ability to demonstrate analysis of data. Ability to articulate how to monitor and evaluate RE curriculum and development plans. • Evidence of managing curriculum changes. • Demonstrate understanding of requirements of S48. • Demonstrate knowledge of Safeguarding and Health and Safety and GDPR 	<ul style="list-style-type: none"> • To be able to articulate the BDES strategic plan of Academies and what is required • Knowledge of the role of RE Link Governor/Director in a Catholic school.
<p>6. Teaching and Learning</p>	<ul style="list-style-type: none"> • Proven track record of successful teaching and learning and leading to positive improvement • A secure understanding of the requirement of the curriculum Directory for Religious Education. • Knowledge of experience of a range of successful teaching and learning strategies to meet need of students. • A secure understanding of assessment strategies and the use of assessment to inform next stage learning in all Key stages • Experience of effective monitoring and evaluation of teaching and learning and feedback. • Experience of characteristics of effective learning environments and key elements of successful behaviour management. 	<ul style="list-style-type: none"> • Understanding of successful teaching in RE across KS1/2/3/4/5.

<p>7. Leading and Managing Staff</p>	<ul style="list-style-type: none"> • Experience of working with team of RE staff. • Evidence of leading events in RE Department. • Evidence of leading Inset for RE staff across the Diocese • Demonstrate understanding of the purpose of performance management and professional development. 	<ul style="list-style-type: none"> • Understanding of finance and resource management.
<p>8. Accountability</p>	<ul style="list-style-type: none"> • Ability to communicate effectively, orally and in writing to a range of audiences • Evidence of use of data for self-evaluation and improvement strategies. • Ability to give clear information to staff. • Secure understanding of strategies for performance management. • Demonstrate an awareness of managing underperformance 	<ul style="list-style-type: none"> • Understanding of the criteria of evaluation of Catholic school. • Lead sessions to develop knowledge of staff.
<p>9. Skills, Qualities & Abilities</p>	<ul style="list-style-type: none"> • High quality teaching skills. • Strong commitment to the mission of a Catholic school. • Commitment to their own spiritual formation and that of pupils and staff • High expectation of pupils' learning and attainment. • Strong commitment to school improvement and raising achievement for all. • Ability to build and maintain good relationships. • Ability to remain positive and enthusiastic when working under pressure. 	

	<ul style="list-style-type: none"> • Ability to organise work, prioritise tasks, make decisions and manage time effectively • Good communication skills. • Good interpersonal skills. • Stamina and resilience. • Confidence. 	
<p>10. References</p>	<ul style="list-style-type: none"> • Positive and supportive faith reference from priest where applicant regularly worships. • Positive recommendation in professional references. 	<ul style="list-style-type: none"> • Faith reference without reservation. • Professional reference without reservation.