

## Person Specification – Director of Music

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	<b>Essential</b>  These are qualities without which the Applicant could not be appointed	<b>Desirable</b>  These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	<b>Method of assessment</b>
<b>Qualifications</b>	<p><i>The professional, technical or academic qualifications that the Applicant <b>must have</b> to undertake the role or the training that they <b>must have</b> received</i></p> <ul style="list-style-type: none"> <li>• ..... <i>QTS or equivalent</i></li> <li>• .....</li> <li>• .....</li> </ul>	<p><i>The professional, technical or academic qualifications that the Applicant <b>would ideally have</b> to undertake the role or the training that they <b>should ideally have</b> received</i></p> <ul style="list-style-type: none"> <li>• ..... <i>QTS to include KS2/KS3</i></li> <li>• .....</li> <li>• .....</li> </ul>	Production of the Applicant's certificates
<b>Experience:</b>	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to <b>predict</b> success in the role.</i></p> <ul style="list-style-type: none"> <li>• ..... <i>Prior Experience in Key Stage 2/3</i></li> <li>• .....</li> <li>• .....</li> </ul>	<p><i>The categories of work or organisations, types of achievements and activities that would be likely to <b>contribute to</b> success in the role.</i></p> <ul style="list-style-type: none"> <li>• ..... <i>Experience in other year groups</i></li> <li>• .....</li> <li>• .....</li> </ul>	Contents of the Application Form Interview Professional references
<b>Skills</b>	<p><i>The skills <b>required</b> by the Applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• ..... <i>hardworking</i></li> <li>• ..... <i>organised</i></li> <li>• ..... <i>team player</i></li> </ul>	<p><i>The skills that would <b>enable</b> the Applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• ..... <i>sense of humour</i></li> <li>• ..... <i>creativity</i></li> <li>• ..... <i>communication</i></li> </ul>	Contents of the Application Form Interview Professional references
<b>Knowledge</b>	<p><i>The knowledge <b>required</b> by the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• <i>Key Stage 2/3 curriculum &amp; pedagogy.</i></li> </ul>	<p><i>The knowledge that would <b>enable</b> the Applicant to perform effectively in the role</i></p> <ul style="list-style-type: none"> <li>• <i>Subject knowledge.</i></li> </ul>	Contents of the Application Form Interview Professional references
<b>Personal competencies and qualities</b>	<p><i>The personal qualities that the Applicant <b>requires</b> to perform effectively in the role and to ensure that the Applicant safeguards and promotes the welfare of children and young people</i></p> <ul style="list-style-type: none"> <li>• <b>motivation to work with children and young people</b></li> <li>• <b>ability to form and maintain appropriate relationships and personal boundaries with children and young people</b></li> <li>• <b>emotional resilience in working with challenging behaviours</b></li> <li>• <b>positive attitude to use of authority and maintaining discipline</b></li> </ul>	<p><i>The personal qualities that would <b>assist</b> the Applicant to perform effectively in the role.</i></p> <ul style="list-style-type: none"> <li>• <i>Respect</i></li> <li>• <i>Credibility</i></li> <li>• <i>Integrity</i></li> </ul>	Contents of the Application Form Interview Professional references