



NORTHAMPTON SCHOOL *for Boys*
Billing Road Northampton NN1 5RT
Executive Headteacher: Richard Bernard



Person Specification – Director of Music

	Essential	Desirable
QUALIFICATIONS AND TRAINING		
First degree or equivalent (2:1 or higher) in Music	Y	
Qualified teacher status	Y	
PGCE in Secondary Education (with Music specialism)		Y
To have taken or be within a year of undertaking a specialist NPQ (or equivalent)		Y
To have taken or be prepared to undertake either one of the NSB Trust Leadership Programmes (Curriculum/Pastoral Leadership)		Y
EXPERIENCE		
A proven track record of successful departmental leadership in Music in a secondary school		Y
Experience of responsibility or a leadership position (e.g. TLR) in Music within a secondary school	Y	
Successful teaching experience within secondary education with proven outstanding impact on student academic outcomes	Y	
Evidence of delivery of innovation and change in education with proven positive impact		Y
Evidence of building a culture and environment of trust and high performance	Y	
Evidence of working collaboratively across the school developing strong partnerships with colleagues	Y	
Evidence to demonstrate the ability to lead through changing / challenging circumstances	Y	

	Essential	Desirable
PERSONAL SKILLS AND QUALITIES		
An excellent communicator	Y	
Knowledge of repertoire for orchestra, wind band and big band	Y	



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Experience of leading / conducting / rehearsing large ensembles	Y	
Experience of entering national competitions such as NCBF and Music for Youth		Y
Strong instrumental skills in at least 1 instrument (Grade 8+)	Y	
A willingness to pause and reflect before taking important decisions	Y	
Remaining calm under pressure, showing decisive leadership when the circumstances require	Y	
Warmth, sensitivity and enthusiasm	Y	
Drive, energy, commitment, proven capacity for hard work	Y	
Inspirational leadership that galvanises people around common goals and shared ambition	Y	
Capacity to manage own work pressure and that of others effectively	Y	
Ability to work through challenges, take difficult decisions and always follow the principles of ethical leadership that takes action in the best interests of students	Y	
A need to be willing to and have the flexibility to take on new challenges as a school leader to meet the needs of the school/Trust, to broaden experience and promote personal development	Y	
KNOWLEDGE AND SKILLS		
An ability to empathise and understand other professional perspectives	Y	
An ability to develop a thorough knowledge of national policy, legislation and financial frameworks over time	Y	
Ability to communicate effectively and expertly with different audiences, both orally and in writing	Y	
Excellent professional time management	Y	
Ability to analyse and interpret comparative data		Y
Good ICT skills and knowledge of management systems		Y