



**Personnel Specification: Arts Technician (Art, Dance, Drama, Music and Display)
Band 5 (SCP 13-17), 5 days (37 hours) per week, all year round**

Key: A = assessed at application I = assessed at interview T = assessed through selection processes

| Requirement | Attributes and how demonstrated | |
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| <p>Developing Self and Working with Others - Qualifications and Training To be collaborative in approach when working in a range of contexts and groups. The breadth of involvement includes our pupils, staff, governors, parents/carers and members of the community. Our aim is to build a professional learning environment that enables others to achieve. In addition there has to be a clear willingness to learn from others.</p> | <p>Essential</p> <ul style="list-style-type: none"> • GCSE or equivalent in English and Maths. (A) • Good practical knowledge and skill (A,I) • Ability to be creative and imaginative in practical tasks (A,I) • Willingness to participate in development and training opportunities. (A, I) • Willingness to cascade training to colleagues within school policy and practice. (I) • Evidence of previous personal development. (A, I) • Good standard of IT skills. (A, I) | <p>Desirable</p> <ul style="list-style-type: none"> • Qualifications relating to a creative subject area eg. Art, Photography, Music (A,I) • Training in Child Protection. (A,I) |
| <p>Shaping the Future - Experience It is critical to have the skill and ability necessary to work with a range of teams when developing a shared, strategic vision and School Development Plan which inspires and motivates pupils, staff and other members of the school community; leading to increased levels of attainment, achievement and progress.</p> | <p>Essential</p> <ul style="list-style-type: none"> • Experience of working as part of a team. (A,T) • Experience of working closely with young people. (A,T) • Experience of working on own initiative and contributing to systems and procedures in a developmental way. (A, I, T) • Experience of working in an environment that requires creativity/innovation. (A,I) | <p>Desirable</p> <ul style="list-style-type: none"> • Experience of working in a secondary school (A, I) • Knowledge of Adobe Creative Suite, eg. Photoshop, Illustrator, InDesign (A,I) |
| <p>Special Knowledge - Learning and Teaching To make significant contribution to the provision of effective learning and teaching. The Arts Technician should have high expectations and be able to inspire our pupils to become effective, enthusiastic, independent learners who achieve their full potential.</p> | <p>Essential</p> <ul style="list-style-type: none"> • Full working knowledge of relevant policies/codes of practice and awareness of relevant legislation. (A, I, T) • Ability to inspire confidence through the level of subject knowledge and its application to an educational context. (A, I, T) • Have good IT skills (A,I) • Understanding of principals of learning processes and in particular how display supports teaching and learning. (A,I) | <p>Desirable</p> <ul style="list-style-type: none"> • Working knowledge of National Curriculum and other relevant learning programmes. (I,T) |
| <p>Practical and Intellectual Skills To make a significant contribution to the effective organisation of the Arts Faculty and to seek ways of improving organisational structures and functions.</p> | <p>Essential</p> <ul style="list-style-type: none"> • Able to use initiative within school policies and practices. (I,T) • Good standard of written and spoken English. (A,T) • Desire to manage a varied workload.(I,T) | <p>Desirable</p> <ul style="list-style-type: none"> • Proactive nature with knowledge of when to consult line manager. |



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| To fully support the Faculty Leader Art to ensure that the people and resources within the school are organised and managed to provide an efficient, effective and safe learning environment. | <ul style="list-style-type: none"> • Calm and confident manner. (I,T) • Sense of humour. (I,T) • Respect for confidentiality. (I,T) • Flexible; approachable and sensitive in dealing with pupils and adults. (I,T) | (A,T) <ul style="list-style-type: none"> • Ability to work as part of a team and also unsupervised when required. (A,T) |

Equal Rights

Titus Salt School is an equal rights employer. We require our Governors and staff to follow our equality policies and all statutory requirements concerning age, race, religion, sex, sexual orientation and disability discrimination. We respect and protect the rights of people with disabilities both in terms of equal opportunity for employment and access to the school's services.

Disabled Applicants

Disabled applicants are guaranteed an interview if they meet the essential requirements. As an equal rights employer, Titus Salt School is committed to making any necessary reasonable adjustments to the selection process, the job role and the working environment that would enable access to employment opportunities for disabled people. Where a disabled applicant is being assessed the selection panel's decisions will be based on an assessment of that person's expected capabilities once reasonable adjustments have been made.