



Director of Programmes - Person Specification

Essential

Background Knowledge & Understanding

- Understanding and experience of debating
- Qualified Teacher Status (QTS) and experience of teaching in challenging environments
- c3 years + qualified teaching experience
- At least 1 years' experience of management
- Belief in the value of debating as a mechanism for delivering key skills to young people
- Ability and desire to work with young people of all abilities, from a range of ages and diverse, often challenging, backgrounds
- Working knowledge of the Debate Mate Core Programme

Organisation & Project Management

- Well organised; able to prioritise and manage time effectively to achieve goals within deadlines
- Project management skills: able to deliver all aspects of a project from start to finish, including tracking, monitoring, review, evaluation and reporting
- Proven track-record in effectively managing and leading a team.

Communication & Relationship skills

- Able to build and maintain strong relationships at all levels, internally and externally, including:
 - External stakeholders and other third parties
 - Debate Mate colleagues and mentors
 - Heads, teachers and school administrators
 - Students and young people involved in the programme
- Able to communicate effectively with a range of audiences, both verbally and in writing
- Able to produce written work to a high standard of accuracy
- Strong teaching / training skills, including the ability to train teachers to teach debating, and the ability to effectively carry out the teaching role of mentors
- Able to promote the programme, recruit and inspire mentors and students to get involved with the Debate Mate Programme(s)

Team Working

- Strong team player, willing and able to support other members of the team as required
- Strong leadership skills and experience of leading and motivating teams

IT skills

- Computer literate and proficient in Word, Excel, PowerPoint and email applications
- Strong understanding of social media and different communication methods, and a demonstrated experience of using different platforms to communicate with key stakeholders

Desirable

- Experience as a debater
- Experience of working with young people from a range of social groups, particularly those from disadvantaged backgrounds
- Experience of driving forward team and individual performance