

**Job Title: Head of UAL Attainment**

**Senior academic staff**

Person Specification	
Specialist Knowledge/Qualifications	<p>Postgraduate Degree</p> <p>Teaching Qualification or equivalent</p> <p>Recognised as an authority in attainment differentials within their institution and amongst external peers, based on demonstrated expertise, knowledge and application of current sector developments.</p> <p>Good understanding of relevant attainment differential research</p> <p>In depth knowledge and experience of implementation measures that address attainment (with focus on differentials between BAME and white students)</p> <p>Desirable: Senior or Principal Fellow of HEA</p> <p>Desirable: Knowledge of current trends in teaching and learning for creative subjects</p>
Relevant Experience	<p>Leadership of large scale evaluated institutional projects that address attainment differentials in an FE or HE environment</p> <p>Experience of leading and managing organisational change to a successful outcome</p>
Communication Skills	<p>Communicates in a compelling and influential way adapting the style and message to a diverse internal or external audience in an inclusive and accessible way</p> <p>Communicates work effectively to student and staff stakeholders in diverse output forms</p> <p>Desirable: Contribution to developing online resources</p>

Leadership and Management	Motivates and leads attainment team effectively promoting collaboration across formal line management and informal coordination boundaries
Research, Teaching and Learning	Applies innovative approaches to support excellent teaching, pedagogy and inclusivity  Excellent teacher and staff developer  Applies own research to educational leadership
Professional Practice	Contributes to advancing professional practice/research or scholarly activity in area related to attainment pedagogy
Planning and managing resources	Experience of planning, managing and deploying resources to support project outcomes
Teamwork	Experience of developing effective teams, networks or communities of practice to foster constructive cross team collaboration
Student experience or customer service	Experience of making significant contribution to improving the student and staff experience by promoting an inclusive environment for students, and colleagues
Creativity, Innovation and Problem Solving	Identifies innovative solutions to problems to bring a wider benefit to the organisation

The application form sets out a number of competence questions related to some of the following selection criteria. Shortlisting will be based on your responses to these questions. Please make sure you provide evidence to demonstrate clearly how you meet these criteria

**Last Updated: 27 September 2018**