



APPLICATION FOR THE POST OF

Director of Performing Arts

Full time

JOB DESCRIPTION

The Director of Performing Arts will provide visionary leadership and strategic direction across Music, Drama, Dance, and lead the school's discretely taught Oracy programme. They will be responsible for developing a thriving, inclusive culture of performance and expression, positioning the Performing Arts as a central pillar of life at St Joseph's College. A key part of the role is to lead active recruitment of students into the Performing Arts and to maintain the faculty as a beacon of community engagement.

All staff are expected to:

- Follow the College's Safeguarding policy and procedures and to ensure the well-being of all students in their care is their highest priority.
- Contribute to the day-to-day running of the school and follow its policies and procedures.
- Contribute to the extra-curricular provision in the College and to actively support the ethos of the College.
- Organise, prepare for all lessons and share good practice with colleagues wherever possible.
- Take an active role in ensuring the realisation of the College Development Plan.
- Treat each student as an individual with courtesy and respect.
- Teach lessons which meet students' specific learning needs, assess, monitor and record.
- progress and be up to date with developments in their specific subject area.
- Undertake any other duty deemed reasonable by the Principal.

Key Responsibilities:

Strategic Leadership

- Develop and deliver a clear, compelling vision for Performing Arts as a key strength of St Joseph's College.
- Lead curriculum design across all Performing Arts subjects and the Oracy programme, ensuring ambitious, inclusive, and high-quality provision.
- Work strategically with the Admissions, Marketing, and Outreach teams to identify and recruit talented students into Music, Drama, Dance, and related co-curricular pathways.
- Serve as the public face of Performing Arts, representing the College at internal and external events to enhance visibility and profile.

Faculty and Curriculum Oversight

- Line manage and support the Director of Music, and teachers of Drama and Dance.
- Oversee timetabling, curriculum planning, resourcing, and assessment across the Performing Arts.
- Monitor and support consistently excellent teaching and learning across all areas of the faculty.
- Lead faculty development through coaching, collaborative planning, and regular reviews.

Oracy Programme Leadership

- Take responsibility for the design and delivery of the school's discrete Oracy programme.
- Model and promote oracy-rich teaching strategies across the College.
- Support other departments in embedding oracy into their practice through training,

resources, and strategic planning.

Enrichment, Performance & Community Engagement

- Direct a dynamic calendar of performances, concerts, exhibitions, showcases, and arts events that engage the whole school and wider community.
- Build partnerships with local primary schools, arts organisations, and alumni to position Performing Arts as a hub of outreach and engagement.
- Ensure Performing Arts contributes to key College traditions, liturgical life, open events, and celebrations.
- Develop high-quality co-curricular opportunities, including clubs, ensembles, productions, and trips.

N.B: Every subject teacher will be expected to have pastoral responsibilities.

This job description will be reviewed annually and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks but sets out the main expectations of the School in relation to the post holder's professional responsibilities and duties

PERSON SPECIFICATION

Education and Qualifications	Essential	Desirable
Qualified teacher with expertise in one or more Performing Arts disciplines	✓	
Degree or relevant qualification	✓	
Commitment to personal/professional development.	✓	
Experience	Essential	Desirable
Proven leadership experience in curriculum and faculty management	✓	
Ability to lead recruitment and promotional activity with confidence and creativity	✓	
Experience of teaching at KS3, KS4 and KS5. Or equivalent	✓	
Experience of teaching or lesson observation in Post 16 lessons.	✓	
Ability and willingness to teach other related subjects.		✓
Experience leading community arts initiatives, partnerships, or recruitment-focused programmes		✓
Familiarity with school marketing, feeder school liaison, or talent identification processes		✓
Strong public speaking and performance presence		✓
Knowledge and Understanding	Essential	Desirable
Experience embedding oracy across a curriculum or leading whole-school literacy or speaking initiatives	✓	
Secure knowledge and a good understanding of the key skills, concepts in Drama, Dance or LAMDA, or a combination of all three	✓	
Clear understanding of the secondary curriculum and its assessment.	✓	
Employ a range of effective teaching, learning styles and assessment methods.	✓	
Able to use assessment data to inform and set targets	✓	
Teaching and Learning	Essential	Desirable
Strong track record of attaining good examination results	✓	
Ability to raise the achievement for all.	✓	
Committed to ensuring excellent standards of behaviour at all times.	✓	
Committed to the role of tutor for a group of students and the benefits of pastoral care.	✓	
Experience of teaching a range of courses including Performing Arts and Drama	✓	
Ability and willingness to teach Arts Award	✓	
Skills and Attributes	Essential	Desirable
Passionate advocate for the role of the arts and oracy in holistic education	✓	
Ability to establish good working relationships and effective teamwork.	✓	
Excellent communication skills	✓	
Excellent role model for staff and students	✓	
Innovative approaches to curriculum delivery	✓	
Ability to generate ideas and drive initiatives	✓	
Personal Qualities	Essential	Desirable
High expectations of students and colleagues	✓	

Highly motivated and able to motivate and inspire staff and students	✓	
Enthusiastic and committed	✓	
A passion for teaching	✓	
A forward thinking approaches	✓	
Excellent interpersonal skills	✓	
Ability to be reflective and self-critical	✓	
Display calmness under pressure	✓	
Potential for further promotion	✓	
Charismatic – having a ‘presence’	✓	
Willingness to take on other roles and responsibilities within the faculty	✓	
Other Requirements	Essential	Desirable
Enhanced DBS Disclosure is required	✓	
Ability to understand and demonstrate a commitment to equality and diversity	✓	

St Joseph's College Vision and Values Core Framework

VISION

Continue to grow our nurturing environment, in which students are inspired to reach their full potential.

MISSION

At St Joseph's College, academic achievement, ideas, intellectual curiosity, collaboration and resilience are of equal importance.

CORE VALUES

Aspiration | Respect | Confidence

OUR AIMS

For the needs of each pupil's **mind, body, heart**, and **spirit** to be met, so that each one:

- ❖ Aspires to, and achieves, their academic and personal best
- ❖ Experiences an inspiring, progressive all-round education, which prepares them fully for their future
- ❖ Takes a positive and active role in their College, developing leadership skills and offering service to local, national and international communities
- ❖ Develops faith, self-confidence and self-esteem
- ❖ Acts with integrity, showing respect for themselves and all others