



THE CHARLES KALMS • HENRY RONSON

**IMMANUEL
COLLEGE**



Director of Performing Arts
(Full Time)
Candidate Information Pack



Welcome

to Immanuel College, *the Independent Jewish school*, where academic achievement, outstanding pastoral care and inspiring Jewish life and learning sit at the heart of everything we do.

Located in Bushey, we are easily accessible from North London via our extensive bus network while also having 11 acres of Hertfordshire countryside for our students to enjoy and from which they benefit in many ways from school sport to social and recreational spaces.

As a modern Orthodox school, we are proud to nurture young people intellectually, personally, and spiritually, while celebrating individuality and strengthening Jewish identity as a natural part of everyday life here. We value warm, respectful relationships between colleagues, students, parents, alumni, and the genuine sense of community and shared purpose this creates.

Alongside remarkable academic outcomes, our students benefit from exceptional arts, music, drama, sport, and educational trips that broaden learning beyond the classroom. Guided by values of kindness, responsibility, curiosity and aspiration we prepare young people for leadership and to make a positive contribution in a diverse world. As we enter the next chapter of our 35-year journey, we remain committed to excellence, care and ambition, for our students and our staff alike.

Thank you for considering this role. Please do not hesitate to get in touch with us if you would like to know more about the role or the College. We look forward to welcoming you to Immanuel College.

Dan Endlar
Head



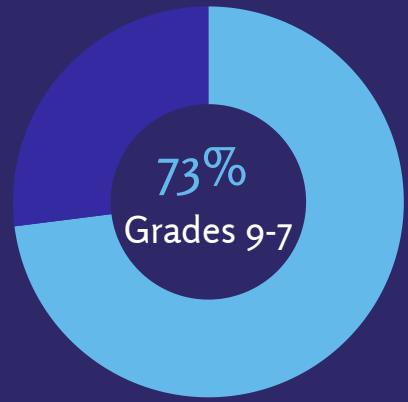
2025 GCSE Results



35%
Grades 9

56%
Grades 9-8

73%
Grades 9-7



+ 0.84

Immanuel students GCSE results outperformed their independent schools peers by an average of almost one grade per subject entry.

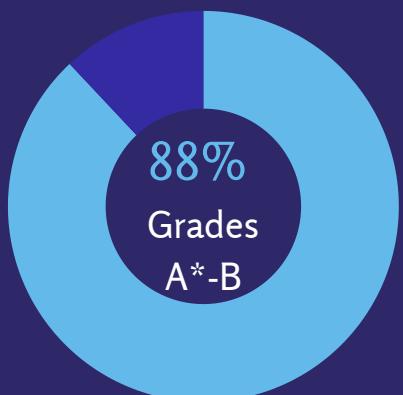


2025 A-Level Results

24%
Grades A*

64%
Grades A*-A

88%
Grades
A*-B



83%

of our Sixth Form leavers went to their first choice destination for onward study



Role Description

Immanuel College has a strong tradition of success in the Performing Arts contributing significantly to the creative development of students who have pursued careers in this industry.

We are now seeking an inspirational Director of Performing Arts to lead and develop Drama and Music across the College, taking our provision to the next level.



This senior role combines classroom teaching at all levels with strategic oversight of the Performing Arts provision across the school. The successful candidate will bring vision, authority, and strong organisational skills, ensuring Performing Arts thrive as a central pillar of the cultural life and public profile of the school.

Key Responsibilities

The Director of Performing Arts will report to the Deputy Head Academic for the overall leadership of their departments, and in doing so will:

Leadership and Management of Performing Arts

- Provide strategic leadership and oversight to ensure high standards of teaching, learning, and performance across all key stages;
- Line-manage departmental staff including the promotion of professional development and induction of new colleagues as appropriate;
- Coordinate curriculum planning across to ensure coherence, progression, and appropriate challenge, particularly at GCSE and Sixth Form;
- Ensure effective use, care, and development of Performing Arts resources, spaces, and facilities.
- Contribute to, and encourage, the sharing of good practice and resources; and,
- Ensure the quality of subject report writing.

Performances, Enrichment and Public Profile

- Lead the planning, organisation, and delivery of major school productions, concerts, and performances in liaison with other key stakeholders;
- Coordinate performance opportunities within the school day and through the co-curricular programme;
- Work closely with the key stakeholders to ensure a balanced and ambitious performance calendar;
- Encourage broad participation while nurturing excellence among the most able performers;
- Represent the Performing Arts at school events, open days, and external occasions, contributing to the College's public profile; and,
- Develop opportunities for students to engage with the wider cultural and performing arts community, including workshops, trips, visiting professionals, and competitions where appropriate.

Collaboration and Wider Contribution

- Contribute to cross-curricular initiatives and interdisciplinary projects involving the Performing Arts;
- Support Marketing and Admissions with events/performances that showcase the faculty; and,
- Contribute actively to the co-curricular programme and enrichment offer.

In their capacity as a teacher, the Director of Performing Arts will also be required to:

Teaching and Learning

- Plan and prepare lessons in accordance with departmental and school policy;
- Teach students and groups/sets as are assigned;
- Set and mark work as required;
- Promote the academic development of all students, differentiating for ability where appropriate;
- Record, assess and produce written reports on students' progress;
- Prepare students for public examinations according to the specifications; and,
- Contribute to the work of the department including the development of resources, preparation of displays and organisation of assemblies, trips, societies, speakers.

Other Responsibilities

- Maintain good order and discipline amongst students;
- Implement the school's policies on rewards and sanctions;
- Support students as appropriate at events and in activities, e.g. plays and concerts;
- Attend parents' evenings and communicate with parents at other times as necessary;
- Act as a form tutor and attend assemblies;
- Attend staff meetings, departmental meetings and briefings;
- Undertake supervisory duties as required;
- Engage in continuous professional development to maintain and enhance subject knowledge, leadership practice, and awareness of developments in Performing Arts education; and,
- Uphold and promote the ethos and values of Immanuel College in all aspects of the role.





Person specification

Qualifications and Subject Knowledge

- Strong academic qualifications with secure and confident subject knowledge; and,
- The ability, or clear potential, to teach pupils up to GCSE and A Level (or equivalent).

Classroom Practice and Pedagogy

- A clear commitment to high standards of teaching, learning, and professional conduct;
- Proven effectiveness as a classroom practitioner;
- Successful experience of Sixth Form teaching;
- A sound understanding of strategies that promote effective learning and teaching;
- Good knowledge and understanding of current curriculum developments;
- Secure understanding of assessment, monitoring, and target-setting practices; and,
- Confidence in the effective use of educational technology to enhance learning.

Professional Skills and Attributes

- Excellent organisational and time-management skills;
- Outstanding communication skills, both written and verbal, with the ability to inspire confidence and trust among pupils, parents, and colleagues;
- The ability to work effectively both independently and collaboratively as part of a professional team; and,
- Strong professional judgement, resilience, and a balanced sense of perspective.

Pastoral Care and Safeguarding

- A clear commitment to pastoral care, pupil wellbeing, and safeguarding responsibilities.

Wider Contribution

- Experience of leading extra-curricular activities to support and raise student attainment; and,
- An interest in contributing positively to the Jewish life, ethos, and values of the College.

Application Process

Immanuel College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Please familiarise yourself with our Child Protection & Safeguarding, Recruitment and Selection and our Equal Opportunities policies.

The deadline for applications is: **10:00am on Monday 23 February 2026**

Before applying for this role please read our guidance, which can be found on the Vacancies section of our website. Please complete an application through MyNewTerm before the deadline. CVs will not be accepted.

Applications will be reviewed on receipt, and in some cases we may choose to interview and appoint a strong candidate ahead of the closing date. We therefore encourage interested candidates to apply as soon as possible. If you would like any further information, or an informal conversation to discuss the role please contact Deputy Head Academic, Mrs Danielle Kestenbaum at dkestenbaum@immanuelcollege.co.uk

Benefits

By joining Immanuel College, you will enjoy the benefits of working in a supportive, forward-thinking educational environment which offers:

- Competitive remuneration within the independent sector and opportunities for progression;
- Generous pension scheme;
- Membership to Simplyhealth;
- Free lunch and refreshments during term time;
- Free on-site parking; and,
- Generous discount on school fees.



“Pupils recognise that being part of a supportive community plays an important part in their academic development.”



“Pupils develop their self-esteem, confidence and resilience”.

“The school equips pupils with the attributes of kindness, aspiration, responsibility & curiosity”.

- ISI Report 2024

