

**Person Specification - Teacher**

The successful candidate will display the following qualities and characteristics. They will:

* have the ability to evaluate practice, apply accountability and contribute to team thinking
* be capable of personal reflection and self-reflection to continually develop teaching
* display initiative and the ability to self-motivate
* display genuine interpersonal skills to motivate, inspire and lead students
* use data to question performance and set challenging targets of self
* be committed to the academic and personal development of students as individuals.

Further requirements of the position are detailed below:

| **Training and Qualifications** | **Essential** | **Desirable** |
| --- | --- | --- |
| Qualified teacher status | \* |   |
| Degree | \* |   |
| Relevant CPD |   | \* |
| Recent participation in a range of relevant in-service training |  |  \* |
|  **Experience of Teaching and Learning** | **Essential** | **Desirable** |
| Experience of teaching in Key Stage 3 and 4 | \* |   |
| Experience of teaching in Key Stage 5  |   | \*  |
| Strong teaching ability backed up by evidence | \* |   |
|  Demonstrate excellent subject and curriculum knowledge | \* |  |
|  Manage behaviour effectively to ensure an effective and safe learning environment | \* |  |
| Ability to use data to identify strengths and address under-achievement | \* |  |
| Commitment to extra-curricular activities |  | \* |
| **Professional Knowledge and Understanding** | **Essential** | **Desirable** |
| Set high expectations which inspire, motivate and challenge students | \* |  |
| An understanding of student's educational development | \* |   |
| Understanding of school's role in the local community | \* |   |
| Strong moral purpose that aligns with school values | \* |  |
| Creative and innovative teaching that inspires student learning | \* |   |
| Competent user of formative and summative assessment to enhance teaching | \* |   |
| **Character, Personal Skills and Abilities**  | **Essential** | **Desirable** |
| Good Communication Skills | \* |   |
| Motivated, enthusiastic and flexible | \* |  |
| Interpersonal Skills | \* |   |
| Stamina and Resilience | \* |   |
| Confidence | \* |   |
| Personal proficiency in ICT |  | \* |
| Team Leader/Team Player | \* |   |
| Ability to receive and act on feedback | \* |   |
| Personal impact and presence | \* |   |
| Excellent record of attendance | \* |  |
| A desire to develop yourself | \* |  |
| Ability to work under pressure | \* |  |