



## 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 (or working towards)                                     | *         |           |
| 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 extracurricular 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 | *                |                  |
| <b>Character, Personal Skills and Abilities</b>                          | <b>Essential</b> | <b>Desirable</b> |
| 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                                           | *                |                  |