Post of Teacher: Person Specification

Selection Criteria	Essential	Desirable	How Assessed
Qualifications, training & experience			
• Qualified Teacher Status	✓		A, R
• Graduate Status, preferably in subject taught and a good degree	✓		A, R
• Taught (preferably across the ability range) at KS3 and KS4	✓		A, R, I
• Taught Post-16		✓	A, R, I
• Good examination outcomes with KS4/5		✓	A, R, I
• Using ICT in teaching		✓	A,R, I
Knowledge & understanding of Subject			
• Knowledge of current educational developments in the subject	✓		A, R, I
• Ability to use comparative data to establish benchmarks, target resources and raise achievement	✓		A, R, I
• Experience of working with staff to develop practice and raise standards		✓	A, R, I
Leading Teaching and Learning			
• Excellent classroom practitioner with evidence of practice at KS3 and 4	✓		A, R, I
• Excellent classroom practitioner with evidence of practice at Post-16		✓	A, R, I
• Evidence of teaching experience within a specialist curriculum area and extra-curricular areas	✓		A, R, I
• A good understanding of current thinking about learning and assessment	✓		I
• Knowledge of the uses of ICT as a teaching and learning tool	✓		A, R,
Working with People			
• An effective communicator – verbal and written, to individuals, and groups	✓		A, R, I
• Able to foster an open, fair and equitable culture, enthuse and motivate people	✓		A, R, I
• Ability to build trust with partners and act in an ambassadorial role for the school	✓		A, R, I

In the community • Ability to form constructive relationships with all stakeholders • Outward looking with a desire to find best and next practice in order to move the school forward	 ✓ ✓		 R, I R, I
Personal Attributes • A reflective practitioner and with good listening skills • Well organized & prepared with good time management skills • Ambitious, with the potential to move to promoted post in due course • Flexible, hardworking and diligent • A proactive problem – solver • Ability to maintain optimism, enthusiasm, humour and energy, even in the most difficult of circumstances	 ✓ ✓ ✓ ✓ ✓ ✓		 R, I R, I I R, I R, I R, I
Special Requirements • Fitness to undertake the full range of duties of the post on a daily and long-term basis • No adverse criminal record	 ✓ ✓		 R, I A, R, I

A = Application form and letter I = Interview process **R = References**