

### Post of Teacher: Person Specification

Selection Criteria	Essential	Desirable	How Assessed
<b>Qualifications, training &amp; experience</b> <ul style="list-style-type: none"> <li>• Qualified Teacher Status</li> <li>• Graduate Status, preferably in subject taught and a good degree</li> <li>• Taught (preferably across the ability range) at KS3 and KS4</li> <li>• Taught Post-16</li> <li>• Good examination outcomes with KS4/5</li> <li>• Using ICT in teaching</li> </ul>	✓ ✓ ✓	✓ ✓ ✓	A, R A, R A, R, I A, R, I A, R, I A, R, I
<b>Knowledge &amp; understanding of Subject</b> <ul style="list-style-type: none"> <li>• Knowledge of current educational developments in the subject</li> <li>• Ability to use comparative data to establish benchmarks, target resources and raise achievement</li> <li>• Experience of working with staff to develop practice and raise standards</li> </ul>	✓ ✓	✓	A, R, I A, R, I A, R, I
<b>Leading Teaching and Learning</b> <ul style="list-style-type: none"> <li>• Excellent classroom practitioner with evidence of practice at KS3 and 4</li> <li>• Excellent classroom practitioner with evidence of practice at Post-16</li> <li>• Evidence of teaching experience within a specialist curriculum area and extra-curricular areas</li> <li>• A good understanding of current thinking about learning and assessment</li> <li>• Knowledge of the uses of ICT as a teaching and learning tool</li> </ul>	✓  ✓ ✓ ✓	✓	A, R, I A, R, I A, R, I I A, R,
<b>Working with People</b> <ul style="list-style-type: none"> <li>• An effective communicator – verbal and written, to individuals, and groups</li> <li>• Able to foster an open, fair and equitable culture, enthuse and motivate people</li> <li>• Ability to build trust with partners and act in an ambassadorial role for the school</li> </ul>	✓ ✓ ✓		A, R, I A, R, I A, R, I

<b>In the community</b> <ul style="list-style-type: none"> <li>• Ability to form constructive relationships with all stakeholders</li> <li>• Outward looking with a desire to find best and next practice in order to move the school forward</li> </ul>	✓ ✓		R, I R, I
<b>Personal Attributes</b> <ul style="list-style-type: none"> <li>• A reflective practitioner and with good listening skills</li> <li>• Well organized &amp; prepared with good time management skills</li> <li>• Ambitious, with the potential to move to promoted post in due course</li> <li>• Flexible, hardworking and diligent</li> <li>• A proactive problem – solver</li> <li>• Ability to maintain optimism, enthusiasm, humour and energy, even in the most difficult of circumstances</li> </ul>	✓ ✓ ✓  ✓ ✓ ✓		R, I R, I I  R, I R, I R, I
<b>Special Requirements</b> <ul style="list-style-type: none"> <li>• Fitness to undertake the full range of duties of the post on a daily and long-term basis</li> <li>• No adverse criminal record</li> </ul>	✓ ✓		R, I A, R, I

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

**R = References**