

PERSON SPECIFICATION

| Specification | Essential | Desirable | Evidence |
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| Qualifications | Good honours degrees Qualified teacher status | Post graduate qualification | Application form & certificates on appointment |
| Teaching experience | Successful teaching experience in subject(s) at KS3, KS4 | Experience of teaching across the age and ability range Experience of being a tutor within a year group or House system Experience of contributing to enrichment activities | References & lesson observation & interview |
| Philosophy | Commitment to continuous improvement and one's own professional development. Commitment to 'Every Child Matters' and 100% Philosophy of North Cambridge Academy Commitment to sharing best practice. Belief in the positive difference high quality education opportunities make to people's lives. | | Application letter & interview |
| Professional knowledge and understanding | Ability to inspire high levels of student performance Detailed knowledge of subject(s) curriculum and experience of departmental monitoring and assessment methods Ability to work with clear and measurable objectives to provide year on year improvement Awareness of how to use comparative data for benchmarking target setting and monitoring. Ability to maintain confidentiality of pupil information. interpersonal skills, with the ability to build strong relationships with students, parents, staff, | Ability to develop the use of ICT within Teaching and Learning Use of Learning Platform to enhance learning | Application letter & interview |
| Skills attributes and personal qualities | High standards of communication and interpersonal skills to communicate effectively and professionally with staff, students, parents, governors and the wider community. Ability to create a happy challenging and effective learning environment. Ability to inspire the confidence of students parents and colleagues. | | References & interview |

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| | <p>Ability to give and receive effective feedback and act to improve own performance and that of others.</p> <p>Ability to explain ideas clearly and succinctly.</p> <p>Competent user of ICT including subject specific software.</p> <p>Willingness to ask for advice and support where necessary.</p> <p>Self motivated with a positive can-do attitude.</p> <p>Ability to work as part of a team responsible for supporting the process of teaching and Learning.</p> <p>Ability to work to deadlines and under pressure.</p> <p>Excellent attendance and punctuality record.</p> | | |
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