Person Specification

The successful applicant will be able to demonstrate the following minimum requirements in their career to date through A – Application; B – Tests, Exercises; C – Interview; D– References.

Category	Essential	Desirable
Qualifications	• Honours degree in the relevant teaching subject or equivalent (A) • Relevant subject specialism (A) --- • PGCE or equivalent • QTS (A), or QTLS or Certificate in Education / / DTLLS qualification	
Experience	• Teaching 14-19 year olds (A, C, D) • Ability to use a range of teaching and learning strategies to secure learner achievement (C) • Planning and recording – able to plan a curriculum scheme of work, plan interesting lessons, measure progress and produce information for accurate data tracking (A, C) • Track record of outstanding teaching (D)	• Ability to teach more than one subject (A, D) • Further study, work in industry, professional development undertaken (A, C, D) • Experience of developing cross curricular projects (B)
Knowledge and Understanding	• Knowledge of the national curriculum at Key Stage 4 & 5 and relevant awarding body syllabuses for GCSE, A Level and BTEC • Good or outstanding classroom teacher with detailed understanding of pedagogy (A, B, C, D) • Of effective assessment for learning strategies (A, C, D) • Of how children learn with evidence to show how this can be effectively translated into classroom practice and have an impact upon the levels of student achievement. (A, B, C, D) • Of how ICT and technology more widely can be used to improve teaching and learning (A, B, C, D) • Understanding of strategies for raising performance and using monitoring and evaluation structures to allow rigorous review of curriculum delivery (C)	• Of curriculum developments which personalise learning for students and so maximise achievement (A, C, D) • Able to demonstrate a knowledge of initiatives to link numeracy and literacy and the broader curriculum into their subject (B, C)
Other skills and abilities	• High standard of interpersonal skills and emotional intelligence. Excellent written and oral communication skills with the ability to communicate effectively to a variety of audiences (A, B, C, D) • Commitment to working in partnership with parents (A, C) • Excellent at working in teams (C, D) • Ability to manage time and prioritise well, meet deadlines and work under pressure (A, B, C, D) • Command respect of students and staff and be an advocate for the UTC (A, C, D) • Able to demonstrate a knowledge of innovative approaches to the teaching of an agreed subject specialism(B) • Evidence of high quality teaching skills (B)	• Ability to demonstrate innovation and creativity in their subject (B, C, D) • Interest in whole school developments and the wider life of the school • Highly developed ICT skills (A, C, D)

	• Strong team working skills and the ability to work effectively with people at all levels (B, D) • Able to create project based scenarios rooted in the local community or relevant industry (B)	
Personal qualities	• Honesty, integrity, ability to build trust (D) • Resilience (B, D) • Energy, enthusiasm and the ability to keep things in perspective (A, C, D) • A sense of humour (A, C, D) • Commitment to the aims and values of the UTC (A, B, C) • Confidence, communication skills and fluency to deal with employers, students, parents and community organisations (C, D) • Awareness, understanding and commitment to equal opportunities (A) • An understanding of the needs of young people (C) • Maintains high professional standards at all times (D) • Commitment to own professional development (D)	• An understanding of the needs of business and industry (C)