Person Specification – Teacher of ICT

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| Attributes | Essential | Desirable | Evidence |
| Education and Qualifications |  |  |  |
| Degree qualification and QTS  * Evidence of continuing professional development | ✓  ✓ |  | Application Letter & Refs |
| Experience |  |  |  |
| Experience of more than one schoolExperience of providing outstanding provision for all pupils and achieving high standards of pupil progressExperience of leading, motivating and monitoring other members of staff  * Experience of delivering Professional Development * Experience in use of assessment to identify need and use of data management for analysis * Experience of innovation and creativity in the curriculum | ✓  ✓  ✓ | ✓  ✓ ✓ ✓ ✓  ✓ ✓ | Letter References Interview |
| Knowledge and Understanding |  |  |  |
| Understanding of effective self evaluation systemsDetailed knowledge of curriculum 11 – 16 and the 14 – 19 agenda  * Understanding of best practice in the effective use of student support strategies available * Understanding of strategies to improve behaviour for learning and attitudes to learning * Understanding strategies that reward student success * Understanding of formative and summative assessment * Understanding of using data effectively to inform planning * Ability to successfully differentiate | ✓ ✓ ✓  ✓ ✓ | ✓ | Letter References Interview |
| Skills and Abilities |  |  |  |
| Excellent communication and interpersonal skills with adults and young peopleAbility to lead and inspire colleaguesAbility to analyse complex issues and plan strategicallyAbility to work effectively with all stakeholders and outside agenciesAbility to exercise good judgment and make effective decisions | ✓  ✓  ✓  ✓  ✓  ✓ |  | Interview References Letter |

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| Personal Qualities |  |  |  |
| Passionate belief in the ability of every student to achieveA clear educational vision and sense of directionOutstanding organisational skills and high levels of self motivationEnergy, determination, resilience and (doggedness)Ability to work under pressure and to meet deadlinesKeenly developed sense of humour and the ability to maintain a sense of perspectiveRecord of good health, attendance and punctuality  * Work as part of our valued Academy team * Practice Christian values in all areas of your work | ✓  ✓  ✓  ✓  ✓  ✓  ✓ |  | Letter References Interview |