

**QUEENS’ SCHOOL**

**Person Specification**

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| **Job Title:** Subject Teacher | **Salary:** MPS/UPS |

The person specification outlines the main attributes needed to adequately perform the post specified. It is intended to give prospective candidates a better understand of the post requirements. It will be used as part of the recruitment process in identifying and shortlisting candidates.

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|  | **Essential** | **Desirable** |
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| **Education/Qualifications and Training** | Degree or equivalent  | X |  |
| Qualified teacher status | X |  |
| Evidence of further study (MA, MBA, Med etc) |  | X |
| Evidence of and commitment to continuing professional development | X |  |
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| **Knowledge Skills & Experience** | Strong subject knowledge | X |  |
| Knowledge and understanding of the theory and practice of effective teaching and learning | X |  |
| Reflective teaching | X |  |
| Successful experience of managing change in an educational situation |  | X |
| Understanding of use of assessment data to raise achievement | X |  |
| Make effective use of ICT across the curriculum when teaching and planning | X |  |
| Understanding behaviour management strategies | X |  |
| Teach using an increasingly wide range of teaching strategies to meet different learning needs and abilities |  | X |
| Understanding of the accountability of the role | X |  |
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| **Personal Characteristics** | Ability to demonstrate sound balanced judgement with decisiveness, flexibility and integrity | X |  |
| Resilience, the ability to work under pressure and be able to meet deadlines | X |  |
| Excellent communication skills (including written, oral and presentation skills) | X |  |
| The ability to think strategically, creatively and to prioritise | X |  |
| The ability and motivation to constantly improve own practice and knowledge through self-evaluation and learning from others | X |  |
| The ability to support colleagues | X |  |
| Strong organisational skills and ability to meet deadlines | X |  |
| Personal resilience, energy and enthusiasm | X |  |
| To have a sense of humour and an ability to keep things in perspective | X |  |
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| **Checks** | Enhanced DBS, Clearance for Prohibition Check and Right to Work in the UK | X |  |