

# Person Specification

## Post: Teacher



Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>▪ Qualified to teach and work in the UK.</li> <li>▪ Good honours degree in related subject.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of relevant CPD.</li> <li>▪ Masters in a related subject / education.</li> </ul>	Application
<b>Teaching and learning experience</b>	<ul style="list-style-type: none"> <li>▪ Proven track record of raising outcomes as a classroom teacher or successful teaching practice for colleagues new to the profession.</li> <li>▪ Strong classroom teacher with the ability to reflect on lessons and continually improve their own practice.</li> <li>▪ Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Understands and interprets complex student data to drive tailored lesson planning.</li> <li>▪ Proven track record of raising outcomes as a middle manager / second in department (if applying for a post with a TLR).</li> <li>▪ Understands and interprets complex student data to drive departmental improvements (if applying for a post with a TLR).</li> </ul>	Application Interview
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>▪ Set high expectations which inspire, motivate and challenge all students.</li> <li>▪ Evidence of using data to think strategically about tailoring lessons to meet the needs of all students.</li> <li>▪ Effective and systematic behaviour management, with clear boundaries, purposeful praise and through building intrinsic motivation.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Understanding of what makes Dixons McMillan different and successful.</li> <li>▪ Strong analytical, strategic, interpersonal and thinking skills.</li> <li>▪ Understanding of the current educational landscape.</li> </ul>	Application Interview References
<b>Personal attributes</b>	<ul style="list-style-type: none"> <li>▪ Committed and motivated to doing whatever it takes and strive for excellence through hard work determination and grit.</li> <li>▪ Ability to contribute to our can do culture and be solution focussed.</li> <li>▪ Committed to equality of opportunity for all and make all members of the community feel valued and respected.</li> <li>▪ Commitment to the safeguarding of all.</li> <li>▪ A strong moral purpose and drive for improvement for all.</li> <li>▪ Ability to work successfully under pressure.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Willingness to offer extra-curricular provision.</li> <li>▪ Acts as a role model to staff and students.</li> <li>▪ Commitment to regular and on-going professional development and training to establish outstanding classroom practice.</li> <li>▪ High expectations for accountability and consistency.</li> </ul>	Application Interview References