Richard Lander Person Specification – Mainscale Teacher

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|  | Essential | Desirable | Assessment method |
| Qualifications: | * Qualified Teacher Status * Good Honours degree in a relevant discipline | * Evidence of continuing personal and professional development. | Application |
| Experience | * Evidence of good and outstanding teaching and student progress. * The ability to engage and motivate through a passion for your subject specialism, presence and professional skills. * Evidence of commitment to ensuring the highest levels of achievement for all students regardless of back ground and/or ability. | * Some experience of contributing to whole school improvement initiatives. * Some experience of contributing to the management and leadership of the curriculum area. * Possible experience of working with the wider community, including outside agencies and other schools. * Demonstrate commitment to a school through involvement with extracurricular activities. * Demonstrate contribution to a school’s wider community. | Personal Statement  Interview  Reference |
| Professional  knowledge  and understanding | * Excellent subject knowledge. * Strong knowledge of pedagogy and the process of teaching and learning. * Ability to clearly understand and explain the characteristics of high quality teaching * Ability to analyse student progress data and its application, with appropriate strategies, in raising student achievement and attainment. * Good knowledge and understanding of the curriculum particularly related to subject specialism. * Ability to contribute to collaborative planning and schemes of learning. * Good understanding of differentiation/inclusion. * Awareness of SEN teaching and learning strategies. * Awareness of AfL and its contribution in raising standards of achievement. |  | Lesson  Personal Statement  Interview |
| Skills | * Good ICT skills with an awareness of how these contribute to enhancing teaching and learning and progress in the classroom. * Excellent interpersonal communication skills and the ability to form strong relationships with students, staff, parents and the wider community. * Adaptability and flexibility to embrace new developments to raise student attainment. * Ability to self-organise, multi task and prioritise. * Ability to consistently meet deadlines. * Thinks creatively and imaginatively in order to anticipate and solve problems and identify opportunities. * High levels of literacy and numeracy, grammar, punctuation and spelling. | * Confident public speaker. | Lesson  Personal Statement  Interview |
| Personal Qualities | * Energy and perseverance, drive and determination. * Able to display presence and personal impact. * Interested in continued professional development. * Self-confident, able to make decisions * Strength of personality and resilience. * An awareness, understanding and commitment to the protection and safeguarding of children and young people * Strong interpersonal skills. * Able to work well in a team. * Open to advice and constructive criticism. * Supportive of colleagues. * Enthusiastic/optimistic. * High integrity - honest, trustworthy and reliable. * Discreet, diplomatic and tactful * Creative and Analytical * Enjoys and thrives working in a learning environment with young people. * Ability to ‘switch off’ | * Ambitious with a clear personal career path and development strategy. | Lesson  Personal Statement  Interview  Reference |
| Personal  Presentation | * A good personal, professional standard of dress and presentation. |  | Interview |

All candidates for this post must be in a position to secure a reference from their current Headteacher or Senior Line Manager (if working for Advisory Service or LA) which endorses their achievements, skills and attributes and recommends them for this position.