**Teacher of English – Person Specification**

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| Person Specification ESSENTIAL  | DESIRABLE  |
| ***Qualifications*** * Qualified to at least degree level
* Qualified to teach in the UK
* Qualified to work in the UK
* QTS or equivalent

***Experience*** * Appropriate experience as a teacher in a secondary school.
* Ability to deliver consistently outstanding lessons to pupils of all ages and abilities.
* Have created high quality lesson plans and schemes of work.
* The ability to communicate well, to work as a member of a team, and to have effective working relationships with students, staff and parents.
* The ability to contribute to the wider work of the school, including our work as tutors and other activities.
* Committed to the personal professional development of self and of others.
* Conducting lesson observations as a tool for improvement.

***Skills*** * An effective leadership and management style that encourages participation, innovation and develops colleagues’ confidence.
* Excellent interpersonal and listening skills; a high degree of emotional intelligence; and an effective oral and written communicator with children, staff and parents.
* The ability to develop positive relationships with all young people.
* Well-developed planning & organising skills including time management, prioritisation, delegation and administration.
* Ability to plan, monitor, evaluate, review and lead by example.
* Sound judgement and problem solving skills.
* An ability and willingness to teach across more than one subject.
* A proven ability to use data confidently and forensically to inform and diagnose weaknesses that need addressing, and ability to plan effectively in order to raise individuals’ and cohorts’ attainment.

***Motivation*** * Willing to be fully engaged in the whole life of the academy including extra-curricular activities.
* Committed to team work and working collaboratively with colleagues.
* A clear vision of what you want to achieve with this department, which is aligned to LEA’s core vision and values.
* A commitment to the safeguarding and welfare of all pupils.
* Experience of leading successful enrichment and extra-curricular activities, which inspire and motivate learners.

***Attributes*** * A clear passion for your subject.
* The ability to enthuse and inspire others.
* Passion, resilience, maturity and optimism to lead through day-to-day challenges while maintaining a clear strategic vision and direction.
* Confidence and self-motivation to work well and be decisive under pressure.
* Genuine belief in the potential of every student.
 | * English graduate
* Further professional qualifications
* Experience of having worked successfully in at least one outstanding school in an urban, multi-cultural setting, teaching pupils from disadvantaged backgrounds.
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**This post is subject to an enhanced DBS disclosure.**

The post holder must be committed to safeguarding the welfare of children.

No job description can be fully comprehensive, and from time to time the successful candidate may have to undertake other professional duties as directed by the Principal. In addition, as a founder member of staff in a start-up academy, candidates should understand their role may well broaden and that all roles will be reviewed annually to ensure the team is working as efficiently as possible.