**Person Specification**

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|  | Essential | **Desirable** | **How identified** |
| **Qualifications** | * Degree in a relevant discipline. * Qualified Teacher Status. | * Good Honours Degree in a relevant discipline. Evidence of continuing personal and professional development. Potential to attain Subject Leader qualifications. | Application Form |
| **Background and Experience** | * Capacity and ability to teach the subject across the full ability range post-16. * A commitment and ability to fulfil the role of a Form Tutor | * 2 Years teaching experience * Ability and willingness to contribute to the teaching of an additional subject (pre-16) * Proven ability to gain excellent results with good value added * Interest in how ICT can be used effectively to improve the quality of teaching and learning | Application Form  Application Form and references  Application Form  Selection Procedure |
| **Professional knowledge and understanding** | The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils. | * The future potential of ICT to aid teaching and learning of the subject, and to assist with subject management. * How to use ICT to personalize learning | Selection Procedure |
| **Skills** | Have the ability to create a rich and safe learning environment for all pupils by -   * Establishing high expectations and promoting purposeful learning. * Implementing effective classroom management and organisation. * Assessing the needs of individual pupils and accurately recording and reporting their progress * Good planning based on subject specifications, schemes of work, and information from the assessment of pupils’ learning needs * Inspire and motivate others Communicate effectively and work as part of a team. * Consistently meet deadlines | * Set standards and provide a role model for pupils and any other staff in the teaching and learning of the subject areas. * Ability to take on roles within a team to enable it to function efficiently * Think creatively and imaginatively to anticipate and solve problems and identify opportunities | Selection Procedures and References |
| Personal Qualities | * An individual with personal impact, resilience, commitment, energy and enthusiasm. * Reliable and of integrity Sensitive to the welfare of others. * Committed and energetic. * Open-minded and flexible. | * Ambitious and have a clear personal career path and development strategy * Able to see humour in most situations * Able to work well under pressure. | Selection Procedures and References |
| **Attitude** | * Equal Opportunities & comprehensive education * The creative quality of individuals * A positive view of Behaviour Management * Promoting a positive image of the school * Giving of time to individuals and groups outside the classroom | * A work/life balance | Selection Procedures |