



TEACHING STAFF PERSON SPECIFICATION

Successful candidates appointed to the school will be able to demonstrate the following:

LEADERSHIP AND INNOVATION

- An ability to develop a personal teaching strategy quickly adapted to the needs of new groups of students
- An ability to convert academic strategy into results
- A sense of when to take the initiative and when to ask for help
- Collaborative team membership with an ability to build positive working relationships
- An ability to motivate and influence relevant stakeholders

COMMUNICATION

- The ability to listen, understand and then act in an informed way
- A commitment to the teaching of language and its use in every lesson
- Excellent inter-personal and communication skills
- Enjoyment of and ability to communicate with young people
- An enthusiasm for sharing ideas and supporting colleagues
- A willingness to participate in the activities of wider educational communities, both on-line and in person

EXPERIENCE AND KNOWLEDGE

- Knowledge of and commitment to high standards in educational provision
- An ability to develop differentiated programmes of study and use appropriate methods of assessment to meet the needs of all students
- Knowledge of and commitment to the use of relevant Educational Technology
- Proven track record of successful management and effective delivery of learning
- Significant understanding of recent innovation and developments in their own field of expertise, while defending their own, long held educational values

RESOURCE MANAGEMENT

- A commitment to the careful choice and stewardship of all resources
- A willingness to search for and test new resources

PERSONAL CHARACTERISTICS

- A commitment to the Merchiston ethos as a 21st century boarding school
- A high degree of integrity, initiative, ambition and self-motivation
- An ability to inspire, be organised and exude a positive outlook
- An ability to argue a point, tempered by a willingness to compromise
- A high degree of emotional intelligence, adaptability and a willingness to learn
- An enthusiastic commitment to the school community and activities programme

QUALIFICATIONS

- Four years B. Ed or subject degree with teaching diploma / certificate
- Qualified teacher status or recognised equivalent