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 StatementInterviewReference |
| Professionalknowledgeand 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.
 |  | LessonPersonal StatementInterview |
| 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.
 | LessonPersonal StatementInterview |
| 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.
 | LessonPersonal StatementInterviewReference |
| PersonalPresentation | * 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.