**Person Specification: Secondary Teacher**

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|  | **Essential** | **Desirable** |
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| **Qualifications** | Relevant degreeRelevant Teaching qualification: e.g. PGCE / QTS | Evidence of continuous INSET and commitment to further professional development |
| **Experience** | Previous experience of teaching at a secondary school or NQTPrevious experience teaching KS3 and KS4Native English speaker | Teachers may have:worked in an international environment;worked with pupils whose first language is not English;previous experience teaching IB Diploma or A’ Level;experience of running extra curricular activities;the ability to offer a second subject. |
| **Knowledge and understanding** | The teacher should have knowledge and understanding of:the theory and practice of providing for the needs of individual pupils using effective classroom organisation and learning strategies;statutory National Curriculum requirements at the appropriate key stage;the monitoring, assessment, recording and reporting of pupils’ progress;the positive links necessary within school and with all its stakeholders. | Good ICT Skills |
| **Skills** | The teacher should:have excellent teaching skills;have good oral and written communication with pupils, parents and staff;be well organized;motivate pupils and improve pupil learning;have an interest in finding ways to maximise pupil learning;develop good relationships within a team and work positively and constructively with others;establish and develop close relationships with parents;create a happy, challenging and effective learning environment;have good behaviour management skills;have the ability to reflect on own practice and develop professionally. | In addition, the teacher might also have relevant skills from working in a relevant industry |
| **Personal characteristics** | CommittedEnthusiasticPositiveCalm under pressurePatientAdaptableA desire to learn | Understanding of own strengths and areas for development |