

### PERSON SPECIFICATION

**POST:** SUBJECT TEACHER  
**RESPONSIBLE TO:** HEAD OF SECTION

**E: Essential**

**D: Desirable**

**G: Graduate teacher**

Criteria	E	D	Method of Assessment
<b><u>Qualifications</u></b>			
1. Appropriate teaching qualification or be willing to undertake the PGCE through the College if graduate teacher	✓		Application
2. A relevant subject related qualification to degree level	✓		Application
<b><u>Background and Experience</u></b>			
1. Successful teaching experience/teaching practice	✓	G	Application/Interview
2. Experience of setting and achieving high standards in the delivery of teaching including excellent levels of student retention and high pass rates	✓	G	Application/Interview
3. Be an outstanding teacher who is able to differentiate in their teaching and ensure the needs of all students in their classes are met	✓	G	Application/Interview
4. An ability to plan and manage effective, high quality lessons which include a range of learning strategies	✓	G	Interview/Lesson Obs
5. Have strong classroom management skills – firm but fair	✓	G	Interview/Teaching Obs
6. A creative and innovative approach to the development of teaching and learning	✓		Interview/Teaching Obs
7. An ability to contribute to teaching on a range of courses at several levels (at least levels 1 – 3)		✓	Application/Interview
8. Have excellent IT/ILT skills and be able to use these effectively in learning and teaching	✓		Interview/Teaching Obs
9. Be able to provide enrichment activities within the subject area and across College including a willingness to organise and run trips and visits	✓		Application/Interview
10. An ability to build upon and further develop existing links with local organisations and employers to enhance the curriculum and incorporate work related learning and employer encounters into teaching and learning opportunities.		✓	Application/Interview
11. An ability to respond flexibly to new challenges and opportunities	✓		Interview

12. The ability to comply with the requirements needed to perform this role in relation to working with children and/or young people/vulnerable adults	✓		Application/Interview
<b><u>Personal Qualities</u></b>			
Criteria	E	D	Method of Assessment
1. Commitment to education and the value of learning including your own professional development	✓		Application/Interview
2. Self-motivated, enthusiastic with high personal standards and a commitment to providing outstanding education	✓		Interview/Reference
3. An ability to work well as an individual and as a member of a team	✓		Interview/Reference
4. An empathy with post 16 students and the ethos of the college	✓		Interview/Reference
5. A commitment to equal opportunities and awareness of the needs and sensitivities of students from a range of cultural backgrounds and/or disabilities	✓		Interview/Reference
6. Excellent communication and interpersonal skills with good ICT skills	✓		Interview/Reference
7. A positive approach to challenges, a 'can-do' attitude, and an ability to manage pressure whilst maintaining a sense of humour	✓		Interview
8. Be able to drive a minibus or be willing to learn		✓	Application/Interview

**Reviewed August 2024**