**Person Specification Main Scale Teacher**

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| **Education and Qualifications** | **Essential** | **Desirable** |
| Qualified teacher status | **✓** |  |
| Good honours graduate  | **✓** |  |
| Commitment to personal/professional development | **✓** |  |

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| **Experience** | **Essential** | **Desirable** |
| 2 or more years of teaching experience |  | **✓** |
| Experience of Academic Mentoring |  | **✓** |
| Experience of successfully organising extra-curricular activities to support the curriculum |  | **✓** |

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| **Teaching and Learning** | **Essential** | **Desirable** |
| Proven track record of ability to raise achievement for all | **✓** |  |
| Committed to ensuring excellent standards of behaviour at all times | **✓** |  |
| Excellent communication skills | **✓** |  |
| Committed to role of tutor for a group of students and the benefits of pastoral care  | **✓** |  |
| Experience of teaching a range of courses including KS3, GCSE and GCE | **✓** |  |
| Consistently good teaching practice | **✓** |  |

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| **Skills and Attributes** | **Essential** | **Desirable** |
| Ability to establish good working relationships and effective teamwork | **✓** |  |
| Ability to use ICT to maximise differentiation | **✓** |  |
| Excellent role model for staff and students | **✓** |  |
| Innovative approaches to student motivation and pastoral care | **✓** |  |
| Ability to generate ideas and drive initiatives | **✓** |  |

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| **Personal Qualities** | **Essential** | **Desirable** |
| High expectations of students and colleagues | **✓** |  |
| Highly motivated and able to motivate and inspire students | **✓** |  |
| Enthusiastic and committed | **✓** |  |
| A passion for teaching | **✓** |  |
| Open-mindedness | **✓** |  |
| A forward-thinking approach | **✓** |  |
| Excellent interpersonal skills | **✓** |  |
| Ability to be reflective and self-critical | **✓** |  |
| Display calmness under pressure | **✓** |  |
| Potential for further promotion | **✓** |  |
| Charismatic - having 'a presence’ | **✓** |  |
| Willingness to take on other roles and responsibilities within the department | **✓** |  |
| Not afraid of hard work | **✓** |  |