**Person Specification**

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|  | Essential | **Desirable** | **How identified** |
| **Qualifications**  | * Degree in a relevant discipline.
* Qualified Teacher Status.
 | * Good Honours Degree in a relevant discipline. Evidence of continuing personal and professional development. Potential to attain Subject Leader qualifications.
 | Application Form |
| **Background and Experience**  | * Capacity and ability to teach the subject across the full ability range post-16.
* A commitment and ability to fulfil the role of a Form Tutor
 | * 2 Years teaching experience
* Ability and willingness to contribute to the teaching of an additional subject (pre-16)
* Proven ability to gain excellent results with good value added
* Interest in how ICT can be used effectively to improve the quality of teaching and learning
 | Application FormApplication Form and referencesApplication FormSelection Procedure |
| **Professional knowledge and understanding**  | The characteristics of high quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all pupils. | * The future potential of ICT to aid teaching and learning of the subject, and to assist with subject management.
* How to use ICT to personalize learning
 | Selection Procedure |
| **Skills** | Have the ability to create a rich and safe learning environment for all pupils by -* Establishing high expectations and promoting purposeful learning.
* Implementing effective classroom management and organisation.
* Assessing the needs of individual pupils and accurately recording and reporting their progress
* Good planning based on subject specifications, schemes of work, and information from the assessment of pupils’ learning needs
* Inspire and motivate others Communicate effectively and work as part of a team.
* Consistently meet deadlines
 | * Set standards and provide a role model for pupils and any other staff in the teaching and learning of the subject areas.
* Ability to take on roles within a team to enable it to function efficiently
* Think creatively and imaginatively to anticipate and solve problems and identify opportunities
 | Selection Procedures and References |
| Personal Qualities  | * An individual with personal impact, resilience, commitment, energy and enthusiasm.
* Reliable and of integrity Sensitive to the welfare of others.
* Committed and energetic.
* Open-minded and flexible.
 | * Ambitious and have a clear personal career path and development strategy
* Able to see humour in most situations
* Able to work well under pressure.
 | Selection Procedures and References |
| **Attitude** | * Equal Opportunities & comprehensive education
* The creative quality of individuals
* A positive view of Behaviour Management
* Promoting a positive image of the school
* Giving of time to individuals and groups outside the classroom
 | * A work/life balance
 | Selection Procedures |