

**PERSON SPECIFICATION – Teacher (Mainscale)**

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| **Factors** | **Essential** | **Desirable** | **Assessment method** |
| **Qualifications** | Qualified Teacher status | Good Honours graduate | Certificates at selection event |
| **Training** |  | Commitment to personal/professional development | Application form  Selection Event |
| **Experience** | Teaching KS3, 4 and 5 students | Experience post 16 teaching | Application form  Selection Event |
| **Knowledge and Skills** | Secure knowledge and understanding of the concepts and skills in specialist subject  Clear understanding of the secondary curriculum and its assessment  Ability to employ a range of effective teaching, learning styles and assessment methods | Ability to use assessment data to inform planning and set targets  Strong command of subject area  Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning | Application form  Selection Event |
| **Teaching & Learning** | Ability to raise achievement for all  Committed to ensuring excellent standards of behaviour at all times  Record of high pupil achievement as result of your teaching | Experience of teaching a range of courses including KS3, GCSE, AS and applied courses | Application form/  selection event |
| **Skills & Attributes** | Ability to establish good working relationships and effective teamwork  Good communication skills  Excellent role model for staff and students  Innovative approaches to curriculum delivery | Ability to generate ideas and drive initiatives | Selection event |
| **Personal Qualities** | High expectations of students and colleagues  To be able to motivate and inspire students  Enthusiastic and committed  A passion for teaching  Open mindedness  A forward thinking approach  Excellent interpersonal skills  Ability to welcome and respond positively to constructive criticism  Ability to be reflective and self critical  Ability to remain calm under pressure | Potential for further promotion  Willingness to take on other roles and responsibilities within the department | Application form  Selection Event |