

**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 formSelection Event |
| **Knowledge and Skills** | Secure knowledge and understanding of the concepts and skills in specialist subjectClear understanding of the secondary curriculum and its assessmentAbility to employ a range of effective teaching, learning styles and assessment methods | Ability to use assessment data to inform planning and set targetsStrong command of subject areaAbility to access and use classroom relevant research and inspection evidence to improve teaching and learning | Application formSelection Event |
| **Teaching & Learning** | Ability to raise achievement for allCommitted to ensuring excellent standards of behaviour at all timesRecord 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 teamworkGood communication skillsExcellent role model for staff and studentsInnovative 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 studentsEnthusiastic and committedA passion for teachingOpen mindednessA forward thinking approachExcellent interpersonal skillsAbility to welcome and respond positively to constructive criticismAbility to be reflective and self criticalAbility to remain calm under pressure | Potential for further promotionWillingness to take on other roles and responsibilities within the department | Application formSelection Event |