

Person Specification: **Subject Teacher**

1. Experience	Essential	Desirable	Application/Observation/Interview
a) Experience and expertise in the teaching of the subject up to and including A level		✓	All
b) Evidence of outstanding and inspirational teaching	✓		Application/Observation
c) Successful experience of initiating or leading a project		✓	Application/Observation
d) Evidence of effective use of assessment for learning to enhance progress	✓		Observation/Interview
e) Successful experience as a teacher within a high achieving secondary school		✓	Application/Interview

2. Qualifications or Training	Essential	Desirable	Application/Observation/Interview
a) Good honours degree + QTS on commencing employment	✓		Application
b) Knowledge of current educational issues	✓		Application/Interview
c) Relevant professional development	✓		Application
d) Up to date knowledge of relevant issues in the teaching of the subject	✓		Application/Interview

3. Practical Skills	Essential	Desirable	Application/Observation/Interview
a) Innovative with the drive to see developments and initiatives through to a conclusion	✓		Application/Interview
b) Solution focussed and "hands on" approach	✓		Application/Interview
c) Excellent ICT skills	✓		Application/Interview
d) Excellent personal organisation, including the ability to delegate effectively	✓		Application/Interview
e) Excellent communication skills – both written and oral	✓		Application/Interview

4. Personal Qualities & Attributes	Essential	Desirable	Application/Observation/Interview
a) Leadership potential		✓	Application/Interview
b) Able to fully support the inclusive Christian ethos of the Trust	✓		Application/Interview
c) Professional persona and positive mindset	✓		Observation/Interview
d) Willingness to contribute to extra-curricular activities and the wider life of the school	✓		Interview
e) Evidence of wider professional effectiveness and outward looking approach		✓	Application/Interview
f) Be committed to and be able to actively demonstrate safeguarding and promoting the welfare of children	✓		Application/Observation/Interview