

The Dorcan Academy
PERSON SPECIFICATION – Teacher

Listed below are the knowledge, experience, skills and personal attributes we are looking for in our ideal candidate. We understand that due to different levels of experience, candidates may not currently meet all the criteria, however, successful candidates will have the drive and determination to progress towards these ideals.

Criteria	Personal qualities, qualifications and experience
	Qualifications
1	Educated to degree level or equivalent
2	Qualified teacher status
	Knowledge and Experience
3	Sets high expectations that inspire, motivate and challenge students through a passion for your subject
4	Strong subject knowledge and knowledge of the curriculum
5	High quality teaching to students of all abilities, promoting a love of learning
6	Ability to adapt teaching to respond to the strengths and needs of all students
7	Ability to use data to inform planning for students' needs
8	Uses creative ways, where appropriate, to enable students to recall and master content
9	Proven track record of improving student outcomes
10	A strong classroom presence and ability to manage behaviour effectively in line with the whole school behaviour policy
11	Ability to use IT effectively (e.g. Teams, Outlook, Microsoft packages)
12	Excellent form Tutor and/or the ability to nurture and support students' wellbeing and progress
13	Evidence of having made a positive contribution to the wider life and ethos at your current school
	Skills and Personal attributes
14	Highly committed and willing to go 'the extra mile'
15	Honest and acts with integrity
16	A positive, solution focused, 'can do' attitude
17	Committed to, and takes personal responsibility for professional development
18	Ability and desire to evaluate and reflect on own practice to achieve excellence and to act on constructive feedback

19	Ability to engage students in learning and form positive relationships
20	Ability to communicate effectively with parents, students and colleagues
21	Works hard under pressure while maintaining a positive, professional attitude
22	Works well with others, offering support when needed; the ability to challenge with kindness in order to ensure high standards
23	Collaborates with other colleagues to develop, share and learn from best practice
24	A willingness to embrace change (or new ideas)
25	Ability to organise and prioritise workload and work on own initiative
26	Smart and punctual with high levels of attendance
	Knowledge and understanding
27	Safeguarding issues in Education
28	Understanding of current educational issues and initiatives
	Equal opportunities
29	Understanding of different social backgrounds and needs of students
30	A belief that all students can achieve regardless of their background or circumstances and a passion for ensuring this happens.