

Aston University Engineering Academy Personnel Specification - Teacher		Essential	Desirable
Experience	1. Successful experience of raising standards in subject area (For NQTs evidence of impact on placements) 2. Successful experience of subject development in line with national strategies, resource development 3. Successful experience of monitoring students' progress through academic tracking and data analysis 4. Good or outstanding classroom teacher 5. Recent experience of teaching KS3 and KS4 6. Recent experience of teaching A level English Literature 7. Experience of writing schemes of learning 8. Experience as a developing leader	A A, I I A, I A A, I	I I
Qualifications	1. Graduate or equivalent, QTS/QTLS (or working towards) 2. GTC registration	A A	NQT
Training	3. Evidence of relevant and challenging CPD	A, I	
Special Knowledge and Skills	1. Thorough subject knowledge 2. Understanding of effective teaching and learning strategies 3. Understanding of behaviour management strategies 4. High level communication and organisational skills 5. Knowledge and understanding of the principles of assessment and effective record keeping and their use to promote the education, personal development and progression of students 6. Skilled in the use of ICT and possessing understanding of its potential contribution to school provision and improvement 7. Ability to manage time and prioritise well, meet deadlines and work under pressure 8. Command respect of students and be an advocate for the academy 9. A strong understanding and commitment to the AUEAs' vision	I, L, R I, L, R I, L, R A, I, L, R A, I A, I, L I, L, R I, L, R I	
Personal Attributes	1. Personal impact and presence 2. Honesty, integrity and so builds trust 3. Energy, enthusiasm and the ability to keep things in perspective 4. A sense of humour 5. Commitment to learning for self and the development of own skills and knowledge 6. Commitment to professional development in self 7. Commitment to safeguarding young people 8. Dynamic with innovative ideas and a passion for teaching and learning 9. Energetic with a commitment to enrichment activities	I, L I, L, R I, L, R I, R I, R A, I, R I, R A, I, L, R A, I, R	
Method of assessment: A = Application, I = Interview, R = Reference, L = Lesson Observation			