

Person Specification

	ESSENTIAL	DESIRABLE
Qualifications/ Experience	<ul style="list-style-type: none"> • Relevant subject degree. • QTS. • Experience of working in a Secondary School. 	<ul style="list-style-type: none"> • Good Honours degree. • Further appropriate qualifications or interest in gaining further relevant qualifications. • Evidence of continuing professional development.
Knowledge	<ul style="list-style-type: none"> • Knowledge of the requirements of the secondary curriculum. • Knowledge and understanding of how assessment for learning can improve student performance. • Knowledge of how to plan and implement a scheme of learning. 	
Skills and Abilities	<ul style="list-style-type: none"> • Ability to teach across the 11-19 age range. • Ability to deliver effective and outstanding teaching and learning. • Ability to set clearly articulated targets, to track progress and adopt strategies towards achieving them. • Ability to deliver the highest standard of positive classroom and behaviour management strategies in an 'Inclusive' environment. • Ability to use ICT effectively and with confidence. • Ability to motivate, challenge and inspire students. • Ability and willingness to fulfil the role of Academic Mentor (Form Tutor) within a pastoral team. • Ability to work constructively as part of a team; developing positive relationships with colleagues. • Ability to communicate confidently both orally and in writing. • Ability to use emotional intelligence to manage learners and situations. • Ability to prioritise conflicting demands. 	
Personal characteristics	<ul style="list-style-type: none"> • Commitment to the ethos of the College. • Commitment to the education of the whole person promoting social and emotional well-being in addition to academic development. • High expectations of students and self. • Willingness to take responsibility and to display initiative. • Good organisational skills. • Adaptability and openness to change. • Reliability and integrity. • Approachability. • Professional appearance, conduct and demeanour. • To be well motivated, hardworking, able to work confidently under pressure and emotionally resilient. • Enthusiastic, positive and determined. • A sense of humour. 	
Written application	<ul style="list-style-type: none"> • A full, well-constructed and legible application. • Letter of application (no more than 2 sides of A4). 	