

Person Specification - Main Scale Teacher

| Key Areas | <u>Method of Assessment</u> <u>Interview, Application Form, Assessment</u> <u>Exercises, References</u> |
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| (i) Professional experience | |
| <ul style="list-style-type: none"> • Qualified Teacher Status | Application Form |
| <ul style="list-style-type: none"> • Evidence of participation in professional development or study | Application Form |
| <ul style="list-style-type: none"> • Successful teaching experience or evidence of successful completion of initial teacher training | Application Form, References |
| <ul style="list-style-type: none"> • Working in a socially and culturally diverse school community | Application Form, References |
| <ul style="list-style-type: none"> • Knowledge of the National Curriculum requirements | Application Form, Interview, References |
| <ul style="list-style-type: none"> • Understands and is familiar with teaching and learning strategies | Application Form, Interview, References |
| (ii) Ability to work within a professional team and to develop and promote the school's ethos and values within the Primary Phase | |
| <ul style="list-style-type: none"> • Teaching to a high standard | Application Form, Interview, References |
| <ul style="list-style-type: none"> • Relates to and motivates pupils | Application Form, Interview, References |
| <ul style="list-style-type: none"> • Works well within and contributes to team development | Interview, References |
| <ul style="list-style-type: none"> • Understands and values the processes of planning monitoring and evaluation as an aid to raising standards | Interview, References |
| <ul style="list-style-type: none"> • Good classroom management | Interview, References |
| <ul style="list-style-type: none"> • Evidence of a commitment to an equal opportunities policy both in service employment | Application Form, Interview, References |
| (iii) Ability to Communicate Clearly | |
| <ul style="list-style-type: none"> • Good written and oral communication skills | Assessment Process, Interview |
| <ul style="list-style-type: none"> • Good presentational and ICT skills | Assessment Process, Interview |
| <ul style="list-style-type: none"> • Clear and effective in meetings and in one-to-one discussions | Application Form, Assessment Process |
| <ul style="list-style-type: none"> • Skilled in conflict resolution | Application Form, Assessment Activities, Interview |

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| (iv) Ability to Lead | |
| <ul style="list-style-type: none"> • Clear vision for the future of education and able to think strategically, to identify opportunities for future developments and improvements | Application Form, Interview |
| <ul style="list-style-type: none"> • Identify a need for and understand a clear process for the implementation of change and improvement | Application Form, Interview |
| <ul style="list-style-type: none"> • Respond effectively and efficiently to daily challenges | Application Form, Interview |
| <ul style="list-style-type: none"> • To make decisions on the basis of sound judgement | Application Form, Interview |
| <ul style="list-style-type: none"> • Identify potential for individual development | Application Form, Interview |
| <ul style="list-style-type: none"> • Have strategies to monitor and evaluate developments | Application Form, Interview |
| <ul style="list-style-type: none"> • Have mentoring, motivational and coaching skills | Application Form, Interview |
| <ul style="list-style-type: none"> • Be a professional role model | Application Form, Interview |
| (v) Personal Qualities | |
| <ul style="list-style-type: none"> • Be enthusiastic and determined | Application Form, Interview |
| <ul style="list-style-type: none"> • Able to work under pressure and recognise and manage stress | Application Form, Interview |
| <ul style="list-style-type: none"> • Have flexibility, sensitivity and tact | Application Form, Interview |
| <ul style="list-style-type: none"> • Commitment to ongoing and professional development | Application Form, Interview |