

# Person Specification

## Instructor

	Essential	Desirable
<b>Qualifications, Knowledge and Skills</b>	<ul style="list-style-type: none"> <li>• Good standard of education including English and Maths Level 2.</li> <li>• Evidence of continuing professional development.</li> <li>• Training in/experience of delivering a range of interventions to accelerate progress.</li> <li>• Awareness of the need to maximise the potential of ICT as an aid to learning and extra-curricular developments.</li> <li>• Ability to work effectively as part of a team.</li> </ul>	<ul style="list-style-type: none"> <li>• Experience in use of a management information system e.g. Bromcom, SIMS.</li> <li>• Relevant Honours Degree.</li> </ul>
<b>Experience, Knowledge &amp; Understanding</b>	<ul style="list-style-type: none"> <li>• An awareness of good practice in identifying individual needs and providing student support.</li> <li>• Confidence to try a range of teaching strategies and approaches.</li> <li>• Ability to exercise firm and fair discipline and develop positive relationships with students.</li> <li>• Experience of multi-discipline working.</li> <li>• Good knowledge of current thinking and practice in education.</li> <li>• Sound knowledge of provision/practice across the range of curriculum subjects.</li> <li>• Knowledge of successful strategies for improving the quality of provision, learning and progress for all pupils.</li> </ul>	
<b>Personal Qualities &amp; Attributes</b>	<ul style="list-style-type: none"> <li>• Demonstrates an absolute commitment to the Academy vision and MLT behaviours on a daily basis.</li> <li>• Embodies the Key Drivers;               <ul style="list-style-type: none"> <li>○ World-class Learning</li> <li>○ The highest expectations</li> <li>○ No excuses</li> <li>○ Growth mindset</li> <li>○ Never give up</li> <li>○ Everyone is valued</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>• Successful working relationships with colleagues/other stakeholders.</li> <li>• Innovative, able to contribute new ideas and help establish them.</li> <li>• Energy and flexibility.</li> <li>• A professional approach borne out of confidence and effectiveness in role.</li> <li>• Role model of best practice.</li> <li>• Maintain a positive attitude and keep calm under pressure.</li> <li>• Communicate effectively and concisely both in verbal and written form to a variety of audiences.</li> <li>• A high degree of personal and professional integrity, confidence and loyalty.</li> <li>• Emotional and social resilience and intelligence in the face of challenge.</li> <li>• Enthusiasm for and commitment to the achievement of the vision for success at all levels.</li> </ul>	
<b>Commitment To</b>	<ul style="list-style-type: none"> <li>• Raising standards of student achievement.</li> <li>• Commitment to diversity and equality of opportunity in all working practices.</li> <li>• Commitment to child protection and safeguarding policies and procedures.</li> <li>• Commitment to the value and vision of Maltby Learning Trust.</li> <li>• Commitment to personal professional learning and development.</li> <li>• Enhancing the SMSC of young people and modelling British Values.</li> <li>• Extra-curricular activities.</li> </ul>	
<b>Attendance</b>	<ul style="list-style-type: none"> <li>• A good attendance record in current employment, (not including absences due to disability).</li> </ul>	

***\*The postholder is required to ensure they have the appropriate business insurance to meet the requirements of the post.***