

## Person Specification - Main Scale Teacher

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

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