**Person Specification**

|  |  |
| --- | --- |
| **Post:** | **Teacher of Biology and Applied Science** |
| **Responsible to:** | **Head of Department** |

|  |  |
| --- | --- |
| **E: Essential** | **D: Desirable** |

|  |  |  |  |
| --- | --- | --- | --- |
| **Criteria** | **E** | **D** | **Method of Assessment** |
| **Formal Qualifications** | | | |
| 1. Appropriate teaching qualification |  |  | Application |
| 1. A relevant higher education qualification |  |  | Application |
| 1. Evidence of continuing personal and professional development |  |  | Application |
| **Background & Experience** | | | |
| 1. Successful teaching experience /practice |  |  | Application / Interview |
| 1. Successful teaching experience/practice in 14-19 age range |  |  | Application/ Interview |
| 1. Experience of setting and achieving high personal standards in the delivery of teaching |  |  | Application/ Interview |
| 1. Experience of setting and achieving high standards in respect of leaver retention and achievement |  |  | Application/ Interview |
| 1. An ability to plan and manage effective lessons |  |  | Interview/Teaching Obs |
| 1. A creative and innovative approach to the development of teaching and learning |  |  | Interview/Teaching Obs |
| 1. An ability to contribute to teaching on a range of courses at several levels |  |  | Application/ Interview |
| 1. A willingness to arrange and accompany student on a variety of visits and trips |  |  | Application/ Interview |
| 1. An ability to build upon and further develop existing links with local organizations |  |  | Application/ Interview |
| 1. An understanding of issues relating to teaching and learning in further education |  |  | Application/ Interview |
| 1. A knowledge of self-assessment and quality assurance methods |  |  | Application/Interview |
| 1. Demonstrate leadership and motivational skills |  |  | Application/Interview |
| 1. Demonstrate an ability to undertake administrative tasks for the role |  |  | Application/Interview |
| 1. An ability to respond flexibly to new challenge and opportunities |  |  | Interview |
| 1. The ability to comply with the requirements needed to perform this role in relation to working with children and/or young people/ vulnerable adults |  |  | Application/Interview |
| **Personal Qualities** | | | |
| 1. Commitment to education and the value of learning |  |  | Application/Interview |
| 1. Self-motivated |  |  | Interview/Reference |
| 1. High personal standards |  |  | Interview/Reference |
| 1. An ability to work well as an individual and as a member of a team |  |  | Interview/Reference |
| 1. An empathy with post 16 students and the ethos of the college |  |  | Interview/Reference |
| 1. A commitment to equal opportunities and awareness of the needs and sensitivities of students from a range of cultural backgrounds and/or disabilities |  |  | Interview/Reference |
| 1. Excellent communication and interpersonal skills |  |  | Interview/Reference |
| 1. Enthusiasm and a commitment to provide quality learning experiences. |  |  | Interview/Reference |
| 1. A sense of humour |  |  | Interview |
| 1. ICT Literate |  |  | Application/Interview |