**Berwick Academy**

**Teacher of English**

**Person specification**

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| **Education and Qualifications** | **Essential** | **Desirable** |
| Qualified teacher status | **✓** |  |
| Good honours graduate | **✓** |  |
| Commitment to personal/professional development | **✓** |  |

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| **Experience** | **Essential** | **Desirable** |
| Experience of teaching KS3 and KS4 students |  **✓** |  |
| Experience of teaching AS/A Level  | **✓** |  |
| Ability to teach another subject  |  |  |

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| **Knowledge and Understanding** | **Essential** | **Desirable** |
| Secure knowledge and understanding of the concepts and skills in the specialist subject | **✓** |  |
| Clear understanding of the secondary curriculum and its assessment | **✓** |  |
| Ability to employ a range of effective teaching, learning styles and assessment methods | **✓** |  |
| Ability to use assessment data to inform planning and set targets | **✓** |  |
| Strong command of subject area | **✓** |  |
| Ability to access and use classroom relevant research and inspection evidence to improve teaching and learning | **✓** |  |

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| **Teaching and Learning** | **Essential** | **Desirable** |
| Ability to raise achievement for all | **✓** |  |
| Committed to ensuring excellent standards of behaviour at all times | **✓** |  |
| Good communication skills | **✓** |  |
| Committed to role of tutor for a group of students and the benefits of pastoral care  | **✓** |  |
| Effectiveness in classroom management and organisation | **✓** |  |
|  **Personal Qualities** | **Essential** | **Desirable** |
| Ability to establish good working relationships and effective teamwork | **✓** |  |
| Good communication skills | **✓** |  |
| Excellent role model for staff and students | **✓** |  |
| Innovatory approaches to curriculum delivery | **✓** |  |
| Relentless drive to do whatever it takes to ensure all students succeed | **✓** |  |
|  **Personal Qualities** | **Essential** | **Desirable** |
| Ability to manage a challenging workload effectively | **✓** |  |
| Optimistic, cheerful personality able to respond to challenges with spirit, determination and flair | **✓** |  |
| Ability to inspire confidence in the academy among parents and the community | **✓** |  |
| Highly motivated and able to motivate and inspire students | **✓** |  |
| A passion for teaching | **✓** |  |
| Excellent interpersonal skills | **✓** |  |
| Ability to be reflective and self-critical | **✓** |  |
| Display calmness under pressure | **✓** |  |
| Potential for further promotion |  | **✓** |
| Willingness to take on other roles and responsibilities within the department |  | **✓** |