

## Person Specification – Teacher of Geography

### Part A: Application Stage

The following criteria (experience, skills and qualifications) will be used to short-list at the application stage:

#### Essential

1	A DCSF recognised and relevant teaching qualification.
2	Able to design and teach effective lessons and learning activities across the relevant curriculum, age and ability ranges including personalising learning to meet individual needs.
3	Ability to deliver Geography to Key Stage 3 and 4 classes.
4	A good knowledge and understanding of Geography subject(s) /curriculum areas and the relevant statutory and non-statutory curricula/frameworks.
5	A good, up to date working knowledge and understanding of teaching, learning and behaviour management strategies.
6	Good written communication skills.
7	Evidence of relevant and on-going professional development and training.
8	Good classroom management skills.
9	Commitment to regular planning and assessment of work.

#### Desirable

10	A BA/BSc Degree in the subject area.
11	Other interests/expertise that would benefit learners and the academy..
12	Knowledge of examination/testing requirements.

13	The desire to take responsibility and share workload within the department.
14	A willingness to teach Humanities.

### **Part B: Assessment Stage**

Items 1 - 5 of the application stage criteria and the criteria below will be further explored at the assessment stage:

#### **Essential**

1	An understanding and ability to set realistic and challenging targets and be able to assess and review learners' progress.
2	Able to communicate effectively with children, young people, colleagues and parents/carers.
3	Able to engage and motivate learners in the academy environment.
4	Able to contribute to and support the development of the curriculum in Geography at Key Stage 3 and 4.
5	Have positive values, attitudes and have high expectations for learners.
6	Be aware of current legislation, policies and guidance on the safeguarding of learners and the promotion of their well being.
7	Able to work collaboratively as a member of a team and contribute to the professional development of colleagues, including the sharing of effective practice.
8	Able to plan, organise and prioritise and manage time effectively.
9	Good verbal and interpersonal skills
10	Able to use ICT knowledge and skills in the learning environment.
11	Have positive values, attitudes and have high expectations for learners.

#### **Desirable**

12	An ability to teach across the secondary age range.
13	Willing and able to contribute to extra curricular activities.

14	Willing and able to contribute to whole school development initiatives / school improvement planning/self evaluation.
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The following methods of assessment will be used:

Method		Method	
Interview	Yes	Presentation	No
Lesson Observation	Yes	Student Voice	Yes
Application	Yes	References	Yes

### Part C: Additional Requirements

The following criteria must be judged as satisfactory when pre-employment checks are completed:

1	Enhanced Certificate of Disclosure from the Criminal Records Bureau.
2	Additional criminal record checks if applicant has lived outside the UK.
3	List 99 and/or POCA List (residential establishments only) check.
4	Qualified teacher Status with professional registration with the General Teaching Council for England.
5	Two references from current and previous employers (or education establishment if applicant not in employment).
6	Medical clearance.
7	A good attendance and punctuality record.