SHIRELAND
COLLEGIATE ACADEMY TRUST

Person Specification – Teacher of German (Spanish as a preferred second language)

Category	Essential	Desirable	Method of Assessment
Physical	• Smart business-like appearance		Application Form
Qualifications	• Graduate • Qualified Teacher Status • Evidence of appropriate CPD related to teaching and learning.	•	Application Form and Interview
Experience	•	•	Application Form and Interview
Training	• Willing to participate fully in all relevant training, including training to support the postholder in their safeguarding responsibilities.	•	Application Form and Interview.
Special Knowledge	• Knowledge of the national curriculum and relevant schemes of work. • Understanding of how to develop skills and attributes in students. • Understanding of the assessment processes at KS3 and 4 and how to use these to support planning and raise student attainment. • Knowledge of a wide range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged. • Good knowledge and understanding of strategies for promoting good relationships with students and effective behaviour management techniques. • Excellent understanding of what constitutes effective teaching and learning.	• Ability to use and understand assessment data. • Familiar with effective learner progress intervention strategies.	Application Form and Interview
Teaching and Learning	• Commitment to comprehensive education and personalised learning. • Excellent classroom teacher. • Sets high expectations of all students • Ability to create and effective learning environment	• Evidence of successful lesson planning, delivery and evaluation.	Interview
Circumstances	•	•	

Disposition	• The capacity to consistently perform to a high level of success and act as a role model for other professionals. • Self motivated with an ability to use own initiative. • Well developed interpersonal and social skills. • A passion for education and making a difference. • Ability to meet deadlines. • Enthusiastic and always positive. • Use critical thinking, creativity and imagination. • Able and willing to scrutinise own practice and to make their practice accessible to others. • Believe they can improve on their previous best. • Commitment to safeguarding children and young people.	• Potential for promotion	Application Form and Interview
Practical and Intellectual Skills	• Commitment to safeguarding children and young people. • Excellent communication skills orally and written. • Excellent use of ICT to make learning engaging and dynamic and to support assessment. • The capacity to make decisions based on sound judgements. • The capacity to form positive learning-centred relationships with other professionals.	• Evidence of innovative practice. • Successful experience of teaching students of all abilities.	Application for and Interview
Legal Requirements	• Enhanced Criminal Records Bureau Check confirming the appointee is not on the Children's Barred list. • This post is covered by Part 7 of the Immigration Act (2016) and therefore the ability to speak fluent English is an essential requirement for the role. • An online check for shortlisted candidates	•	

Shireland Collegiate Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.