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|  | **Essential** **PERSON SPECIFICATION – SPANISH TEACHER**  | **Desirable**BRIGANTIAmaster2015 |
| **Qualifications and Training** | * Secondary age Qualified Teacher Status
* Spanish degree/PGCE
* Evidence of recent and relevant professional development
 | * Recent professional development for:
* Teaching for learning
* Raising Standards.
* Relevant higher degree or extended professional development.
* Recent ICT training
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| **Experience** | * Teaching Spanish to Years 7-11.
 | * Successful and experienced classroom teacher from Years 7-11.
* Teaching experience in more than one setting and/or in an inner-city context.
* Successful and experienced Form Tutor.
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| **Professional Knowledge and Understanding** | * An understanding of relevant contemporary developments in the theory and practice of learning including:
* Effective approaches to lesson planning.
* Techniques to maximize learning and progress within the classroom.
* Assessment to support learning.
* How to engage learners through the use of technology.
* Appropriate understanding of safeguarding and child protection.
 | * Understanding of how to integrate literacy into lessons.
* Spanish National Curriculum.
* GCSE Spanish.
* School self- evaluation and Quality Assurance.
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|  | **Essential**  | **Desirable** |
| **Skills and abilities** | * Outstanding classroom practitioner.
* Ability to provide variety, access and challenge in lessons to maximise engagement and progress.
* Excellent classroom management skills.
* Ability to lead others through the development high quality relationships with both staff and pupils.
* Ability to set targets and achieve them.
* Ability to use ICT effectively for teaching and learning and communication.
* Ability to communicate effectively both orally and in writing.
 | * Proven ability to drive up standards of pupil achievement and the quality of teaching for learning.
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| **Personal qualities** | * Commitment to inclusion and achievement for all.
* Commitment to, and enjoyment of, the company of learners.
* The energy, enthusiasm and commitment to get things done.
* A team player with the ability to inspire and work with and through others.
* Highly developed Emotional Intelligence
* Ability to work under pressure yet maintain a sense of humour and perspective.
* Imagination and creativity.
* A commitment to continuous improvement based on honest self- evaluation.
* Possess a positive outlook
* Solution focused.
* Resilient and flexible.
* Good health and physical fitness.
* Sense of humour and perspective.
* Commitment to the values and strategic intent of Yewlands Academy
 | * Ability to embrace innovation and change.
* Ambitious and committed to further professional and career development.
* A commitment to work with pupils beyond the classroom.
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