

PERSON SPECIFICATION – SUBJECT TEACHER

Criteria	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> • QTS (Secondary age range) • Degree level qualification 	<ul style="list-style-type: none"> • Further professional qualification • External examination experience 	<ul style="list-style-type: none"> • Application form
Experience	<ul style="list-style-type: none"> • Proven track record of successful teaching across the ability range • Judged as a 'Good' teacher • Setting and achieving ambitious goals and challenging targets • Ability to teach up to GCSE and A Level in their specialist area 	<ul style="list-style-type: none"> • Participation in whole school initiatives • Judged as an 'Outstanding' teacher • Performance management • Experience of successfully running extra-curricular activities • Management of staff 	<ul style="list-style-type: none"> • Letter of application • Application form
Professional Development	<ul style="list-style-type: none"> • Evidence of relevant further professional development 	<ul style="list-style-type: none"> • Experience of involvement in professional development opportunities 	<ul style="list-style-type: none"> • Application form
Knowledge/special aptitudes	<ul style="list-style-type: none"> • Ability to interpret and analyse performance data • Understanding and commitment to safeguarding procedures • Good use of ICT as a teaching and learning tool • High expectations of students and the ability to ensure that all students' needs are met • The ability to build positive relationships with colleagues, students and parents • Understanding of a broad range of current relevant educational issues/initiatives 	<ul style="list-style-type: none"> • Knowledge of successful intervention strategies • Extensive curriculum knowledge 	<ul style="list-style-type: none"> • Interview
Personal Qualities/skills and Characteristics	<ul style="list-style-type: none"> • Ability to prioritise, plan, organise self and others • Excellent communication, written and verbal • Sense of humour! 	<ul style="list-style-type: none"> • Willingness to contribute to whole school improvement • Ability to cope calmly under pressure 	<ul style="list-style-type: none"> • Letter of application • Interview