

# Person Specification

Essential **E** | Desirable **D** | Application form **A** | Selection process **S** | Interview **I**

EDUCATION/QUALIFICATIONS	Requirement:	Assessed at:
High standard of general education (minimum 5 A*-C GCSE in English & Maths or equivalent)	<b>E</b>	<b>A</b>
NVQ Level 2 or equivalent knowledge, experience and skills	<b>D</b>	<b>A</b>
Evidence of further professional development	<b>D</b>	<b>A</b>

  

EXPERIENCE	Requirement:	Assessed at:
Working with young people in a learning environment	<b>E</b>	<b>A S I</b>
Working using collaborative partnerships	<b>E</b>	<b>A S I</b>

  

BEHAVIOURS	Requirement:	Assessed at:
Natural communicator; relationship building skills with a range of stakeholders	<b>E</b>	<b>S I</b>
Ability to use data and evidence to draw conclusions / reinforce success	<b>D</b>	<b>S I</b>
Proactive and innovative	<b>E</b>	<b>S I</b>

  

KNOWLEDGE & UNDERSTANDING	Requirement:	Assessed at:
An understanding of effective and engaging learning strategies	<b>E</b>	<b>S I</b>
Experience of classroom practice or similar setting	<b>E</b>	<b>A S I</b>
Experience of classroom practice or similar setting	<b>D</b>	<b>A S</b>
An understanding of effective literacy and numeracy strategies to enable progress of learners	<b>D</b>	<b>A S</b>
An understanding of tracking and monitoring learner progress	<b>E</b>	<b>A S</b>
An understanding of the use of assessment to inform planning	<b>D</b>	<b>A S</b>
Ability to plan support/intervention sessions with clear objectives to ensure progression for all	<b>D</b>	<b>A S</b>
Ability to set consistently high expectations for all learners through class work and independent study	<b>E</b>	<b>A S</b>
A willingness to be involved in enrichment activities	<b>E</b>	<b>S</b>

  

LEADERSHIP AND SKILLS	Requirement:	Assessed at:
Ability to work within teams effectively, motivate, enthuse and inspire colleagues and learners	<b>E</b>	<b>S</b>
Ability to delegate and hold learners to account	<b>E</b>	<b>S</b>
Excellent ICT skills	<b>E</b>	<b>A</b>
Excellent communication skills, both verbal and written	<b>E</b>	<b>A S</b>

  

ATTRIBUTES	Requirement:	Assessed at:
Committed to the aims of Wootton Park Academy Trust	<b>E</b>	<b>S</b>
Committed to Equality and Diversity	<b>E</b>	<b>S</b>
Committed to own continuing professional development	<b>E</b>	<b>A S</b>
Clear view of what high standards and performance looks like	<b>E</b>	<b>S</b>
Proactive / strong problem solver with the ability to make things happen	<b>E</b>	<b>S</b>