



St John Rigby College

Person Specification - Teacher

This person specification will be used in shortlisting and interviewing to select the best candidate. Each applicant should, therefore, address the person specification in his/her written application and where appropriate you should give examples of how you meet the criteria.

	Essential	Desirable	Method of Assessment
Experience, Qualifications and Technical Knowledge			
Degree in relevant subject	✓		Application, Interview
Teaching Qualification	✓		Application, Interview
Key Competencies			
Curriculum			
Evidence of an awareness and understanding of key national issues which affect the subject specialism, including the 'post 16 skills agenda'.	✓		Application, Interview
Up to date, knowledge and understanding of the material delivered within the specifications offered by the department.	✓		Interview
Teaching and Learning			
Is able to demonstrate high level teaching and assessment skills to enhance learning	✓		Application, Interview
Is able to demonstrate a commitment to quality and professionalism	✓		Interview
Is able to demonstrate the ability to monitor, review and analyse data to improve learning	✓		Application, Interview
Is able to demonstrate a commitment to safeguarding policies.	✓		Interview
Demonstrates a commitment to aspire to excellence both personally and as a team member	✓		Application, Interview
Demonstrates an ability to track and monitor student performance and keep records for the reporting of student achievement.	✓		Interview
Flexibility			

Willingness to do things that are new and embrace new challenges	✓		Interview
Openly shares information with the team	✓		Interview
Willingness to participate in the evaluation and monitoring of the relevant curriculum areas and quality assurance procedures	✓		Application, Interview
Willingness to identify and implement action points for improvement	✓		Interview
Interpersonal Skills and Communication			
Ability to communicate effectively both verbally and in writing	✓		Application Interview
Is sensitive to situations and adapts patterns of behaviour and communication to suit the circumstances	✓		Interview
Ability to promote effective relationships with and between; <ul style="list-style-type: none"> • Students • Colleagues 	✓		Application, Interview
Is resilient and able to manage stress levels under pressure whilst remaining professionally detached.	✓		Application, Interview
Mission and Ethos			
Demonstrates commitment to and ability to support Mission and Ethos of the College	✓		Interview
Possesses integrity and the ability to foster effective relationships	✓		Interview
Sensitive to and empathetic to the needs of others	✓		Interview
Commitment to meeting students' needs a priority	✓		Interview
Respects all individual differences	✓		Application, Interview
Is committed to working with young people	✓		Application, Interview
Demonstrates a passion for teaching and learning	✓		Interview

April 2025