

## PERSON SPECIFICATION

### ROLE: Teacher of English

|                              | Attributes  | Essential | Desirable | How Assessed |
|------------------------------|---|-----------|-----------|--------------|
| <b>Specific Requirements</b> | To support the school's aims and objectives   | /         |           | <b>A/I</b>   |
|                              | Strong desire to contribute to the development of teaching and learning in the English department                 | /         |           | <b>A/I</b>   |
|                              | Commitment to continue to develop professionally  | /         |           | <b>A/I</b>   |
| <b>Qualifications</b>        | Qualified Teacher Status  | /         |           | <b>A/R</b>   |
|                              | Good Honours Degree   |           | /         | <b>A</b>     |
|                              | Ongoing record of Continuing Professional Development   |           | /         | <b>A</b>     |
| <b>Experience</b>            | Successful experience of leading/assisting in leading department/curriculum area                                  |           | /         | <b>A/R/I</b> |
|                              | Successful experience of teaching English in a 11-16 secondary school   | /         |           | <b>A/R/I</b> |
|                              | Successful experience of teaching A Level   |           | /         | <b>A/R/I</b> |
|                              | Awareness of national curriculum requirements.  |           | /         | <b>A/R/I</b> |
|                              | Successful team working   | /         |           | <b>A/R/I</b> |
| <b>Professional Skills</b>   | Good/Outstanding Teacher  | /         |           | <b>A/R/I</b> |
|                              | Innovative classroom practice   | /         |           | <b>A/R/I</b> |
|                              | Ability to produce high quality teaching materials  | /         |           | <b>A/I</b>   |
|                              | Good presentation skills, both written and oral   | /         |           | <b>A/I</b>   |
|                              | Excellent interpersonal skills with the ability to develop and motivate others                                    | /         |           | <b>A/I</b>   |
|                              | The ability to develop effective teaching, learning and behaviour management strategies                           | /         |           | <b>A/I</b>   |
|                              | The ability to plan, resource and deliver effective learning to all age and ability groups                        | /         |           | <b>A/I</b>   |
|                              | The ability to inspire, motivate and develop students in their learning   | /         |           | <b>A/R/I</b> |
|                              | A strong commitment to self evaluation and an ability to use data to inform planning                              | /         |           | <b>A/R/I</b> |
|                              | An ability to identify and create exciting learning resources that enable effective learning across all abilities | /         |           | <b>A/I</b>   |
|                              | An ability to prepare and update subject materials  | /         |           | <b>A/I</b>   |
|                              | High level of ICT literacy and confidence in utilizing ICT for both learning and the management of information    | /         |           | <b>I</b>     |

|                           |   |   |  |              |
|---------------------------|---|---|--|--------------|
| <b>Personal Qualities</b> | High standards of personal achievement  | / |  | <b>A/I</b>   |
|                           | A strong drive to deliver high academic standards and to uphold school expectations of students           | / |  | <b>A/R/I</b> |
|                           | Good communication/interpersonal skills   |   |  | <b>A/R/I</b> |
|                           | Possess a vision for the place of English (in main subject) in schools                                    | / |  | <b>A/I</b>   |
|                           | Ability to manage workload and demonstrate flexibility, resilience and perseverance in meeting challenges | / |  | <b>A/R/I</b> |
|                           | Total commitment to safeguarding children   | / |  | <b>R/I</b>   |
|                           | A positive role model for students and a commitment to academic mentoring and the role of the form tutor  | / |  | <b>R/I</b>   |
|                           | A willingness to contribute to extra-curricular activities  | / |  | <b>I</b>     |
|                           | A very good record of attendance and punctuality  | / |  | <b>R</b>     |

**KEY: A =Application; R = Reference; I = Interview**