

PERSON SPECIFICATION – TEACHER

Factors	Essential	Desirable	Assessment Method
Qualifications/Training	• Good honours degree in subject area(s). • Recognised teaching qualification or working towards recognised teaching qualification.	• Higher degree or evidence of further study.	Application Form Pre-employment checks Selection Process
Experience/Knowledge	• Experience of teaching subjects at Advanced Level which can include teaching practice and appropriate vocational experience if applicable. • Up to date subject knowledge sufficient to challenge able students. • Awareness of educational developments relevant to the curriculum area.	• Able to contribute to the development of resources, schemes of work, assessment policies and teaching strategies in the curriculum area. • Able to deliver subject at different levels. • Demonstrate evidence of the successful achievement of students in their care.	Application Form Selection Process
Skills and Abilities	• Dynamic and innovative approach to teaching. • Excellent written and oral communication skills. • Ability to motivate young people including sixth form and university students. • Commitment to inclusive learning and developing the potential of each individual student. • Commitment to a lively and imaginative student centred approach to teaching and learning. • Sound organisation and planning skills, including ability to prioritise tasks and meet deadlines.	• Able to contribute to the effective use of ILT in the curriculum area, including the development of on-line learning materials where appropriate.	Application Form Selection Process References
Personal Qualities	• Able to work effectively as part of a team. • Able to work on own initiative. • Flexible and adaptable. • Enthusiastic. • Creative. • Commitment to CPD. • Able to support and make a contribution to the mission of the College. • Appropriate professional appearance.		Application Form Selection Process References

Factors	Essential	Desirable	Assessment Method
Other	• Be suitable to work with children and vulnerable adults and support the effective safeguarding of all young people throughout the College. • Attend meetings, as necessary, of all College Staff. • Adhere to College policies and procedures e.g. Health & Safety, Equality & Diversity. • Commitment to pastoral responsibilities. • Commitment to Quality Assurance.		Application Form Selection Process