

INVICTUS

Education Trust

SUBJECT TEACHER PERSON SPECIFICATION

This specification is intended to assist both candidates and governors in the appointment process. It highlights the particular qualities and expectations for subject teachers.

Applicants should be able to demonstrate a good knowledge of the following areas.

Professional Knowledge, Experience and Abilities	Essential	Desirable	Source A = Application I = Interview R = Reference All = All Above
Appropriate subject knowledge to enable teaching at Years 7 - 11 and Sixth Form	✓		All
Commitment to developing high quality learning and teaching	✓		All
Understanding of assessment for learning	✓		A/I
Experience of initiating, implementing and managing developments within the subject area		✓	A/I
Form tutor experience		✓	A/I
Ability to use data to monitor student performance and evaluate impact	✓		All
High level ability to use ICT to enrich learning and support administration	✓		A/R
Interest in collaborative working		✓	I
Interest in developing creative approaches to learning and teaching		✓	I
Commitment to continuous professional development	✓		A
Commitment to inclusion and equality	✓		A
Commitment to Safeguarding children	✓		A
Understanding of SEN/AEN provision		✓	A/I

Training and Qualifications	Essential	Desirable	Source A = Application I = Interview R = Reference All = All Above
Teaching qualifications	✓		A
Degree	✓		A
Evidence of continuing and active CPD	✓		A

Personal Skills and Attributes	Essential	Desirable	Source A = Application I = Interview R = Reference All = All Above
Enthusiasm	✓		I / R
Ability to cope with change	✓		I
Commitment to raising standards	✓		I
Excellent written and oral communication skills	✓		I / R
Ability to work as part of a team	✓		R
Effective time management, organisational and prioritisation skills	✓		A/R
Excellent inter-personal skills and smart appearance	✓		R

Supportive of the values and vision of the school	✓		A/R
Good classroom behaviour management skills	✓		I/R
Potential to think creatively for problem solving and development of learning	✓		A/I
Demonstrates the principles and practice of effective teaching and learning	✓		I/R
Access, analyse and interpret information	✓		I/R
Accept support from others including colleagues from within the school and Trust, governors and the LA	✓		I
Prioritise, plan and organise themselves	✓		A/R
Commitment to contributing to the wider aspects of school life including-extra-curricular activities	✓		A/I

Strengthening the Community	Essential	Desirable	Source A = Application I = Interview R = Reference All = All Above
Collaborate and network with other schools	✓		All
Recognise and take account of the richness and diversity of the school's communities	✓		I
Build and maintain effective relationships with parents, carers, partners and the community, that enhance the education of all students	✓		All

Other Requirements		
Application forms should be completed in full	✓	
Personal Statement should be clear and concise	✓	
Personal Statement should address the requirements identified in information about the post	✓	

Confidential References and Reports		
Written reference(s) only will be considered	✓	
References will confirm professional and personal knowledge, skills and abilities as referred to above	✓	
Positive recommendation from current employer	✓	
Good health and attendance record	✓	