

Person Specification

Teacher of Science – (MPS/UPS where applicable)

Attributes	Essential characteristics	Desirable characteristics
Qualifications	Qualified teacher status (QTS) A Evidence of appropriate professional development commensurate with the role applied for A Degree level qualifications in specialist subject A	Additional professional and/or academic qualifications A
Experience	Proven track record of successful teaching across KS3 and KS4 in specialist subject A R DL Evidence of good progress for students taught A R DL Pedagogy to engage and raise attainment A R Knowledge of current issues relating to secondary schools, in particular relating to specialism A SP Knowledge of strategies for raising achievement A SP Knowledge of how new technologies can promote achievement and motivation A DL SP	Experience of working with youngsters who have English as an additional language A Experience of working with parents and community members A R
Equal opportunities	Candidates should indicate an acceptance of, and commitment to, the principles of the Academy's equal opportunities policies and practice as they relate to employment issues and to the delivery of services to the community A DL	
Leadership qualities	Evidence of ability to lead and manage change effectively A SP R Evidence of ability to work as part of a team A SP R An ability to instil confidence in others A SP R Effective listening skills SP R DL Excellent organisational skills and an ability to cope well with professional pressure SP R DL Evidence of ability to challenge in a supportive manner A SP R DL Evidence of ability to coach for improvement A SP R DL Evidence of ability to effectively use data to raise standards / analyse impact A SP R	An ambition to progress within the profession A
Personal and professional attributes	Excellent standards of personal presentation SP A strong and credible presence – personal profile SP R DL A “no excuses” disposition towards performance A SP R A commitment to cooperative values A SP DL A commitment to restorative practice SP DL Significant reserves of emotional intelligence and resilience SP R DL Excellent written and spoken English and high standard of numeracy A SP R DL An ability to adapt information for communication to a range of audiences A R DL Strengths in communicating with colleagues, individually or in groups SP R A commitment to the principles of professional confidentiality A SP R Approachability SP R DL Courtesy SP R DL Empathy, especially given the complexity of the student body SP R DL Flexibility and adaptability to change and changing demands A SP R An understanding of personal and team accountability A SP R	
Training and development	A commitment to undertaking personal and delivering professional development A SP R An unstinting passion for raising achievement through high-quality, innovative teaching and learning A SP	

Key: **A** = Application; **DL** = Demonstration lesson; **R** = Reference(s); **SP** = Selection process