

Person Specification

Job Title: Teacher of Biology

Grade / Salary: **MPG/UPG**

It is recognised that candidates may not meet all of the Essential criteria but we are looking for the best fit for our students and school.

EDUCATION

		Evident in Application	Evident at Interview
<i>Essential</i>			
1.	Qualified teacher status	✓	
2.	A degree in relevant science	✓	
3.	Evidence of recent and relevant training or CPD	✓	

EXPERIENCE

<i>Essential</i>			
5.	Evidence of excellent teaching ability and successful impact on student progress across all Key Stages.	✓	
6.	A good track record of academic examination results.	✓	
7.	A good knowledge and awareness of developments in the Science National Curriculum and other statutory requirements.	✓	
8.	A sound understanding of planning and assessment for learning.	✓	
9.	The ability to communicate effectively and appropriately with staff, students and parents/carers, and to be able to prepare reports, profiles and maintain clear and comprehensive records.		✓
10.	An awareness of the range of strategies to address the differing needs which exist in the mixed ability classroom, and which include EAL learners.	✓	
11.	A commitment to raising achievement and experience of devising and implementing successful strategies in order to do this.		✓
12.	A familiarity with Information Technology and with its educational uses as well as an ability to use IT effectively to fulfil administrative requirements.	✓	
13.	Ability to be assertive		✓
14.	Willingness to work with the Co-headteachers in implementing school vision		✓
15.	Excellent behaviour management skills	✓	✓
16.	Ability to lead and manage staff	✓	✓
17.	Ability to manage educational and physical resources		✓
18.	Ability to liaise with Inspectors and outside agencies		✓
19.	Ability to interpret DFE regulations and to develop appropriate policies	✓	✓
20.	Good administration and organisation skills		✓
21.	Ability to work collaboratively		✓
22.	Ability to recognise individual staff strengths and to promote CPD		✓

23.	Good written communication		✓
<i>Desirable</i>			
24.	Proven administrative and organisational skills.		✓
25.	An understanding of target setting and action planning.	✓	✓
26.	An understanding and appreciation of the value of interesting and stimulating display and other motivational materials.		✓
27.	Innovative and creative approach		✓
28.	Ability to evaluate the use and performance of existing materials and equipment and to purchase new equipment and learning materials.		✓
29.	To be able to make decisions about the best use of equipment in planning lessons.		✓
30.	Experience of working sensitively with the parent community		✓
4.	Managerial experience within a school setting	✓	

PERSONAL

<i>Essential</i>			
31.	Evidence of energy, enthusiasm and resilience.		✓
32.	A strong sense of loyalty to the school.	✓	
33.	Evidence of effective team work.	✓	✓
34.	An ability to maintain professional integrity even when under pressure.		✓
<i>Desirable</i>			
35.	Good sense of humour and perspective.		✓
36.	An interest in developing professionally.	✓	✓