

Macmillan Academy
Person Specification for Teaching Posts

	<u>Essential</u>	<u>Desirable</u>
Qualifications	• Qualified Teacher Status • Degree in relevant subject area • Have the capacity to develop into an excellent teacher	• Additional accreditation for post degree training
Experience	• Evidence of successful teaching experience within Key Stages 3 and 4 • Experience of using or developing ICT in the classroom • Have range of effective teaching and learning styles	• Experience of innovative teaching and learning • Have overview of the curriculum • Proven work in raising student achievement
Inter personal skills/qualities	• Able to develop and maintain successful and appropriate working relationships at all levels • Ability to work collaboratively as part of a team and to pursue own initiatives • Is approachable and perceptive of the needs of others • Is calm and organised under pressure, able to prioritise • Able to meet deadlines and work under pressure • Able to monitor, evaluate and review • Possess energy, enthusiasm, resourcefulness, vision, imagination and a sense of purpose • Other interests beyond the classroom	• Ability to take responsibility for the introduction of curriculum/teaching initiatives • Possess a sense of humour • Have a vision of how you see your post develop
Students	• Have a love of teaching and an empathy with young people • Capable of initiating and sustaining appropriate and effective relationships • Ability to recognise individual needs and provide appropriate curriculum provision • Able to motivate and inspire students • Consistent and constructive marking procedures • Willingness to offer enrichment activity	• Interested in developing Gifted and Talented and SEN provision • Experience/awareness of role of Personal Tutor

	• Be committed to maximising the achievements of young people across the full range of age, ability	
Curriculum	• Evidence of knowledge of recent developments on subject • Ability to use target setting	• Experience of/interest in curriculum development
Knowledge and Understanding	• Have overview of curriculum and secondary education • Have range of effective teaching and learning styles	• Is able to use ICT effectively
Professional Development	• Clear evidence of commitment to professional development	
Communication	• Able to communicate effectively, concisely and appropriately verbally • Can negotiate and consult effectively • Able to write clear, helpful and informative reports	
Written Application	• A well constructed and concise application showing evidence of knowledge, skills and enthusiasm for the post	

Candidates should take account of this Person Specification in their letter of application.

The interview panel will thoroughly explore issues relating to safeguarding and promoting the welfare of children.
Additionally, for short-listed candidates, any relevant issues relating to employment breaks or reference queries will be taken up at interview.