Macmillan Academy

Person Specification for Teaching Posts

		Essential		**Desirable**
Qualifications	E1	Qualified Teacher Status	D1	Evidence of continuing professional development
	E2	Degree in relevant subject area	D2	Evidence of keeping up to date with educational thinking and knowledge
Experience	E3	Evidence of successful teaching experience	D3	Experience of teaching across the full age and ability range of a secondary school
	E4	Suitability to work with young children	D4	Experience of using a range of strategies to support the teaching and learning of SEND and gifted and talented students
	E5	Able to develop and maintain successful and appropriate working relationships at all levels	D5	Experience as a form tutor
	E6	Ability to work collaboratively as part of a team and to pursue own initiatives	D6	Evidence of knowledge of recent developments on subject
Skills/Personal Qualities	E7	Is approachable and perceptive of the needs of others	D7	Ability to take responsibility for the introduction of curriculum/teaching initiatives
	E8	Is calm and organised under pressure, able to prioritise		
	E9	Able to meet deadlines and work under pressure		
	E10	Able to monitor, evaluate and review		
	E11	Possess energy, enthusiasm, resourcefulness, imagination and a sense of purpose		
	E12	Possess a sense of humour		
	E13	Have a vision of how you see your post develop		

Students	E14	Have a love of teaching and an empathy with young people	D8	Interested in developing Gifted and Talented and SEN provision
	E15	Capable of initiating and sustaining appropriate and effective relationships	D9	Experience/awareness of role of Personal Tutor
	E16	Able to motivate and inspire students		Proven record as a teacher whose students reach high standards of learning and achievement
	E17	Be committed to maximising the full potential of young people across the full range of age and ability		

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.