



Job Person Specification

PERSON SPECIFICATION			
	Essential	Desirable	Evidenced in
<b>Education and Qualifications</b>			
Qualified Teacher Status	✓		Application Interview Certificates
Evidence of continuous professional development		✓	Application Interview Certificates
Previous experience in a role of responsibility in school.	✓		Application Interview References
<b>Experience</b>			
Proven ability as an excellent Classroom Teacher	✓		Application Interview References
Experience in implementing appropriate teaching and learning strategies for students across KS3 to KS4.	✓		Application Interview References
Experience in implementing appropriate teaching and learning strategies for students at KS5.		✓	Application Interview References
Experience in implementing appropriate teaching and learning strategies for students across KS3 to KS4 in a second subject.		✓	Application Interview References
<b>Knowledge and Skills</b>			
Professional knowledge of what constitutes high quality and standards in teaching and learning	✓		Application Interview References
Demonstrates strategic thinking and planning skills.	✓		Application Interview References
Demonstrates the ability to work conscientiously and have high expectations of own and others work within the department.	✓		Application Interview References
Professional understanding of inclusion and strategies for engaging all learners	✓		Application Interview References
Ability to teach at least one specialism at A-level.		✓	Application Interview References



Understanding of curriculum and assessment of student progress across the faculty.	✓		Application Interview References
Skills and aptitude to lead and manage a team and to be accountable for its outcomes.	✓		Application Interview References
Professional understanding of safeguarding within a school setting	✓		Application Interview
Ability to write reports, keep accurate records and communicate effectively.	✓		Application Interview References
Excellent organisational skills	✓		Application Interview References
Ability to work well with a range of audiences, including parents/carers and other professionals	✓		Application Interview References
Ability to use a positive approach to promote learning and excellent behaviour	✓		Application Interview
Confident and competent in the use of ICT	✓		Application Interview References
Understanding of cross-curricular teaching	✓		Application Interview References
Understand procedures and legislation relating to confidentiality	✓		Application Interview
<b>Personal Attributes</b>			
Resilience, the ability to work under pressure and be able to meet deadlines	✓		Application Interview References
Enjoys leading, and being part of, a team, with strong interpersonal skills	✓		Application Interview References
Proven ability to prioritise workloads	✓		Application Interview References
The ability to work autonomously and as part of a team.	✓		Application Interview References
Excellent communication and organisational skills (including written and oral skills)	✓		Application Interview References



# Harwich and Dovercourt High School

A commitment to safeguarding and promoting the welfare of children and young people	✓		Application Interview References
Ability to work creatively and collaboratively	✓		Application Interview References
Demonstrably professional, honest and loyal	✓		Application Interview References
Ability to make and justify difficult decisions	✓		Application Interview
A commitment to undertake further professional development.	✓		Application Interview
Commitment to students and their learning, wellbeing and safety	✓		Application Interview
Committed to equality	✓		Application Interview
Ability to establish rapport and respectful and trusting relationships with children, their families, carers and other adults	✓		Application Interview References
Able to build and maintain successful and purposeful relationships	✓		Application Interview References
Passionate about teaching and learning	✓		Application Interview
Open-minded, self-evaluative and adaptable to changing circumstances and new ideas	✓		Application Interview
Willingness to be involved in the wider life of the school		✓	Application Interview References
Bring personal interests and enthusiasms to the school community		✓	Application Interview
Commitment to the school values	✓		Application Interview