

The Challenger Multi Academy Trust
Qualified Teacher
Person Specification (Secondary)



Attributes	Essential	Preferred
Knowledge and Experience	<ul style="list-style-type: none"> • Sound knowledge of the National Curriculum • Appropriate experience of curriculum leadership • Ability to use data to identify and act upon areas of underachievement • Awareness of current research into effective teaching and learning and how this can be applied in the classroom to raise achievement. • An understanding of planned curriculum changes and their implications for the provision of English. 	<ul style="list-style-type: none"> • The leadership of a sustained and proven improvement strategy within your first subject. • Experience of the use of data to inform strategies at classroom and faculty level.
Qualifications	<ul style="list-style-type: none"> • Qualified teacher status. • A degree or equivalent. 	<ul style="list-style-type: none"> • Further relevant personal development.
Values	<ul style="list-style-type: none"> • Belief in equality of opportunity for all. • Commitment to the 'Every Child Matters' agenda. • Commitment to Education Outside the Classroom / Character Education. • A belief that all classrooms are inclusive and that every child can achieve. • Commitment to raising achievement through partnerships with parents. 	<ul style="list-style-type: none"> • An understanding of the principles involved in Behaviour for Learning (assertive discipline approaches to classroom management).
Style	<ul style="list-style-type: none"> • Being a Team Player. • Working with and through teams. • Promoting a coaching / mentoring approach to team development. • Capacity to get the job done and to meet deadlines. • Ability to build consensus. 	<ul style="list-style-type: none"> • An ability to work through student-centred approaches.
Leadership and Management Capabilities	<ul style="list-style-type: none"> • Ability to think and act strategically to improve the achievement in the Faculty. • Ability to inspire and motivate students and colleagues. • Ability to lead self-evaluation and agree an effective team improvement plan. • Ability to take responsibility for change redirecting the focus of the team by creating a vision of what can be achieved. 	<ul style="list-style-type: none"> • Experience of implementing and leading a successful strategy within lead subject that led to sustained improvement in standards.



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	<ul style="list-style-type: none"> • Ability to create an environment that recognises people who contribute towards continuous improvement. • Ability to identify and challenge underachievement in students and colleagues. 	
Personal Qualities	<ul style="list-style-type: none"> • The ability to retain a sense of perspective. • To use ICT to help personal organisation. • The ability to be able to work collaboratively with other members of your team. • Energetic and tenacious in realising objectives. • Excellent communication and administration skills. • An innovative and creative thinker. • Reflective practitioner able to face up to and learn from mistakes. • Consistency, reliability and integrity. • A sense of humour. 	<ul style="list-style-type: none"> • An obvious enjoyment of working with young people is reflected in all that you do.
Other	<ul style="list-style-type: none"> • Excellent attendance and punctuality record. • Ability to maintain a good work-life balance whilst fulfilling role effectively. • The suitability to work with children. 	

