

PERSON SPECIFICATION DARTON COLLEGE

Post title: Experienced Teacher

	CRITERIA	ESSENTIAL			DESIRABLE		
	Relevant experience:						
1	Substantial experience of teaching in a secondary school.				A		
2	Substantial relevant experience of teaching KS3 and KS4.				A		
3	Experience of work within a Specialist School.				A		
4	Experience of working in one or more schools outside Darton College.				A		
5	Experience of creativity and innovation at work.		I				
6	Experience of contributing towards extra-curricular activity.				A	I	R
7	Experience of departmental /whole school change.					I	
	Education and training:						
8	QTS.	A	I				
9	Degree or equivalent.	A	I				
10	Recent (last three years) relevant in-service training.	A	I				
	Professional knowledge, skills, etc:						
11	Awareness of the methods of securing high standards by students across the ability range.		I				
12	Understanding of pedagogy and knowledge of current educational theory.		I				
13	Knowledge of current national educational policy as it impacts on the subject.		I				
14	Understanding and commitment to team work		I	R			
15	Good interpersonal and communication skills.	A	I				
16	Good understanding of the importance of ICT both to effective curriculum delivery and efficient administration. Relevant practical ICT skills.		I				
17	Understanding of the ECM agenda and a personal commitment to all students.		I	R			
18	Ability to reflect critically on one's own performance.		I				
19	Commitment to enrichment activities, i.e. trips / visits, field trips, clubs etc....		I				

The criteria will be evidenced as indicated: 'A' refers to the candidate's application, 'I' to interview and 'R' to reference. Candidates should address all relevant items marked 'A' as well as addressed the specific issues requested in their letters of application. Referees are asked to comment, wherever possible, on items marked 'R'.