**Employee Specification – Teacher at Unity College**

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| **TRAINING & QUALIFICATIONS** | **Essential** | **Desirable** | **Application** | **Interview** | **Reference** |
| Qualified Teacher Status | ⬩ |  | ⬩ |  |  |
| Degree | ⬩ |  | ⬩ |  |  |
| Recent participation in a range of relevant in-service training/professional development | ⬩ |  | ⬩ |  |  |

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| **EXPERIENCE OF TEACHING AND SCHOOL LEADERSHIP AND MANAGEMENT** | **Essential** | **Desirable** | **Application** | **Interview** | **Reference** |
| Successful leadership and management in the class room. | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Teaching experience at secondary level. | ⬩ |  | ⬩ |  |  |
| Involvement in extra -curricular activities | ♦ |  | ♦ | ♦ |  |

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| **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING** |
| Applicants should be able to demonstrate high level knowledge and understanding of: | **Essential** | **Desirable** | **Application** | **Interview** | **Reference** |
| Quality assurance | ⬩ |  | ⬩ | ⬩ |  |
| Education Inclusion | ⬩ |  | ⬩ | ⬩ |  |
| Own subject improvement strategies | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Statutory frameworks | ⬩ |  | ⬩ | ⬩ |  |
| Furthering the role of parents and carers in the life of the college | ⬩ |  | ⬩ | ⬩ |  |
| Raising standards of attainment in teaching subject  | ⬩ |  | ⬩ | ⬩ | ⬩ |

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| **MANAGEMENT SKILLS AND ABILITIES** |
| Applicants should be able to provide evidence that have the necessary high level personal skills and abilities required of the post | **Essential** | **Desirable** | **Application** | **Interview** | **Reference** |
| Graded good/outstanding in the class room | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Analytical skills | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Presentational skills | ⬩ |  | ⬩ | ⬩ | ⬩ |
| ICT skills for professional use | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Review and evaluation skills through monitoring and evaluating student’s progress. | ⬩ |  | ⬩ | ⬩ | ⬩ |

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| **PERSONAL SKILLS AND ABILITIES** |
| Applicants should be able to provide evidence that have the necessary personal skills and abilities required by the post | **Essential** | **Desirable** | **Application** | **Interview** | **Reference** |
| Support and actively promote the vision and values of the college | ⬩ |  | ⬩ | ⬩ |  |
| Good interpersonal and communication skills with a good sense of humour | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Committed to standards of excellence for all and focused on continuous improvement | ⬩ |  | ⬩ | ⬩ | ⬩ |
| Good track record of personal performance | ⬩ |  |  | ⬩ | ⬩ |
| Excellent attendance and punctuality record | ⬩ |  |  |  | ⬩ |
| Committed to personal professional development | ♦ |  |  | ♦ |  |