St. John's Community Primary and Nursery School

**Year 4 teacher**
**Person Specification**

| Criteria | Essential | Desirable |
|---|---|---|
| Qualifications | • QTS – graduate or teachers' certificate<br>• Evidence of sustained participation in CPD | |
| Experience | • Successful teaching experience at KS1 or KS2 | |
| Knowledge | • A sophisticated understanding of how to maximise learning through creative and rigorous teaching and learning<br>• A sound understanding of National Curriculum<br>• A secure understanding of early reading and phonics<br>• Understand the role that can be played by parents/carers and the community in raising standards<br>• An understanding and belief in the value of outdoor learning for all children | • A knowledge of the role of the governing body<br>• Experience of leading a curriculum area or a willingness to get involved! |
| Vision | • Able to articulate personal beliefs and values<br>• Able to innovate, seek solutions, make effective plans and evaluate successes | |
| Analytical Skills | • Ability to analyse and use comparative data and strategic information<br>• Ability to analyse progress against clearly articulated success criteria<br>• Able to use ICT for data analysis | |
| Communication | • Well-developed oral and written communication skills<br>• Communicates at a level and in a manner appropriate to the situation<br>• Encourages dialogue to ensure a high level of understanding<br>• Models the school's values and promotes the school's vision | • Experience of mentoring and/or coaching |
| Organisational Skills | • Able to plan, prioritise and meet deadlines<br>• Good ICT skills | |
| Leadership and management | • Able to lead and motivate staff<br>• Excellent behaviour management skills<br>• Be committed to the development of all staff | • Experience of leading CPD activities for others<br>• Participation in work with other schools/agencies |
| Personal Attributes | • Shows initiative<br>• Resilient under pressure<br>• Have a commitment to involving parents/carers in the education of their child<br>• Have a high level of commitment | |

| | | |
|---|---|---|
| | • Demonstrates flexibility appropriate to circumstances<br>• Passionate about ensuring equality of opportunity for all children<br>• Communicates enthusiasm and energy<br>• Able to develop and maintain effective relationships with all stakeholders | |