

Appointment of Subject Teacher

November 2011

**PERSON SPECIFICATION**

Elements required to undertake the job are provided under specific headings. Each element is essential or desirable as indicated by an E or D in the “E/D” column.

How the evidence will be tested is indicated under the remaining columns. When completing your application please ensure you demonstrate through evidence how you meet the criteria.

**CODE**

E/D - Essential or Desirable    A:- Application Form    I:- Interview/Presentation

A	Qualifications and experience	E/D	A	I
1.	Qualified Teacher Status	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
2.	Degree (or equivalent) in appropriate subject area	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
3.	Fluency in English and French	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.	Previous experience in teaching and experience of teaching non-native speakers	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
5.	Experience of International Baccalaureate programmes	D		<input checked="" type="checkbox"/>
6.	Experience in using teaching methods including a variety of differentiation	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
7.	Evidence of good classroom management	E	<input checked="" type="checkbox"/>	
8.	Evidence of making a positive impact on the development and improvement of subject area	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.	Evidence of active participation in Whole school life and activities	E		<input checked="" type="checkbox"/>
10.	Evidence of experience in developing in students cultural awareness and sensitivity	D	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

B	Personal Attributes	E/D	A	I
1.	Demonstrates a strong commitment to being fully inclusive and encouraging all students to achieve their potential	E		<input checked="" type="checkbox"/>
2.	Shows stamina, resilience, reliability, openness and integrity	E		<input checked="" type="checkbox"/>
3.	Demonstrates effective communication utilising appropriate skills and techniques including a good working knowledge of both English and French	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
4.	Demonstrates high standards and expectations of self and students	E		<input checked="" type="checkbox"/>
5.	Demonstrates an understanding of school vision and personal commitment to fulfilling the aims expressed in the mission statement	E		<input checked="" type="checkbox"/>
6.	Sensitive to the views and needs of others.	E		<input checked="" type="checkbox"/>
7.	Ability to build and maintain effective relationships with parents, students and the whole school community	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

8.	Demonstrates a range of ICT skills and the ability to utilise them effectively	E	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
9.	Demonstrates a strong commitment to holistic education and participation in extra-curricular life	E		<input checked="" type="checkbox"/>
10.	Recognises the positive impact of teamwork with colleagues inter-and intra-departmentally	E		<input checked="" type="checkbox"/>

*The Subject teacher will build on the school's strong foundations and values to promote Haut-Lac International Bilingual School as a leading school dedicated to the provision of a truly bilingual education.*

*The school expects all staff and volunteers to share our commitment to safeguarding and promoting the welfare of our students. The school is committed to promoting equal opportunities in employment.*