

## PERSON SPECIFICATION

The following characteristics are those that are demonstrated by our staff team on a daily basis. You are likely to possess most if not all. Whilst experience is always a good thing, it is not the most important aspect that we look for. The willingness to learn quickly, the drive and determination to find solutions and overcome problems, and to do this in a personable and team focussed manner, are far more important to us.

CHARACTERISTIC	DESCRIPTION
<b>Qualified teacher status – (Teachers only)</b>	Essential - QTS OR CURRENTLY ON TRACK AND EXPECTED TO PASS A PGCE, SCITT OR EQUIVALENT COURSE AS A NEW TEACHER
<b>Job role experience (Teachers only)</b>	Essential - the applicant has relevant (subject specific), and recent (within the last 5 years) experience of teaching in the UK state education system
<b>NPQ or other additional qualification (Leaders only)</b>	Desirable - You are likely to be able to demonstrate relevant evidence of seeking to improve your understanding and skill level
<b>Adaptability</b>	The willingness to operate outside of your comfort zone for the benefit of all. The willingness to 'go the extra mile.'
<b>Resilience</b>	The ability to maintain a positive outlook and to not be knocked off course, even if circumstances are particularly trying!
<b>Reflective</b>	The ability to continually consider how to improve your practice. We operate in a culture that seeks to look to ourselves and to adapt our own practice when something goes wrong.
<b>Judgement</b>	The ability to read nuance and make reasoned, fair, consistent and morally based judgements based on all of the available information.
<b>Accountability</b>	The desire to want to <i>hold yourself</i> to account for the very best results
<b>Sense of Humour</b>	To be able to smile and support colleagues in a cheery manner, even when you may not feel like it! We enjoy working with colleagues who bring levity to the staffroom.
<b>Intellect</b>	A keen and broad sense of knowledge and culture
<b>Flexibility</b>	The ability and willingness to take an alternative path when it may not be your first choice
<b>Calm</b>	The ability to demonstrate empathy and to be sensitive, but to be able to manage your emotions such that you continue to have a steady positive impact on others.
<b>Industrious</b>	A hard worker, a self-starter
<b>Initiative</b>	Producing solutions to problems prior to them being identified as problems
<b>Solutions focussed</b>	Always, always having a suggestion as to the next way forward.
<b>Highly skilled</b>	It will be accepted amongst your colleagues that you are among the very best at what you do
<b>Excellent communicator (spoken and written)</b>	The ability to write fluently and intelligently, demonstrating a mastery of the conventions of spelling, punctuation and grammar. The ability to speak and present confidently, winning others over in an engaging and personable manner.
<b>Collaborator</b>	You will enjoy working with others, sharing best practice to achieve the very best results for our students.
<b>Team Player</b>	You will be recognised as the first person who quietly steps in to help.

**Confidence**

You will have a self-belief that enables you to repeatedly deliver in what is a 'performance' role



# Dorset

CENTRE OF EXCELLENCE FOR  
ENVIRONMENTAL SCIENCES