

Person Specification: Mainscale Teacher

Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • Degree or equivalent qualification in Business Studies or a related subject 	<ul style="list-style-type: none"> • Leadership or middle leadership qualification • Evidence of recent, relevant professional development in curriculum or leadership 	Q, A
Knowledge and Experience	<ul style="list-style-type: none"> • Successful teaching of Business Studies at KS4 • Experience of leading or contributing significantly to curriculum planning and development • Experience using assessment data to track progress and raise attainment • Secure understanding of GCSE examination requirements and assessment frameworks • Experience monitoring teaching and learning standards 	<ul style="list-style-type: none"> • Experience of line management, appraisal or mentoring of staff • Experience contributing to faculty or whole-school improvement planning • Experience supporting enrichment or external partnerships • Experience supporting budget or resource management 	A, I, R
Personal Qualities	<ul style="list-style-type: none"> • High expectations of self and others • Commitment to inclusive, high-quality education • Resilient, reflective and solution-focused • Professional integrity and strong sense of accountability 	<ul style="list-style-type: none"> • Ambition to progress within curriculum or faculty leadership • Willingness to lead innovation and change 	A, I, R

Planning and Organisation	<ul style="list-style-type: none"> • Ability to plan, implement and review a coherent GCSE curriculum • Strong organisational skills and ability to meet deadlines • Ability to prioritise workload effectively across teaching and leadership responsibilities 	<ul style="list-style-type: none"> • Experience contributing to faculty development plans • Experience managing or supporting examination administration processes 	A, I, T
Management and Teamwork	<ul style="list-style-type: none"> • Ability to work collaboratively within a faculty team • Ability to support and challenge colleagues professionally • Ability to deputise for the Head of Enterprise when required 	<ul style="list-style-type: none"> • Experience leading a subject team or initiative • Experience supporting staff development through coaching or mentoring 	A, I, R
Communication and Influence	<ul style="list-style-type: none"> • Clear and effective written and verbal communication skills • Ability to communicate expectations and feedback professionally • Ability to build positive relationships with students, staff and stakeholders 	<ul style="list-style-type: none"> • Experience representing a faculty internally or externally • Experience working with external partners (e.g. businesses, schools) 	

Key

A = Application I = Interview P = Presentation
Q = Qualification certificates R = Reference T = Task