



Blessed John Henry Newman RC College School Staff Instructor (SSI) – Person Specification

[A] Training and Qualifications

	Essential or Desirable	How/when measured
Honours degree or equivalent	D	A (Certificate)
Commitment to personal/professional development	E	A/I/R
Practising Catholic	D	A/I

[B] Experience

	Essential or Desirable	How/when measured
Experience of employment in the Armed Services	D	A/I/R
Experience of working in the Cadet Forces	D	A/I/R
Experience of working with young people	D	A/I/R

[C] Professional Knowledge and Understanding

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase and to Catholic education:

	Essential or Desirable	How/when measured
Secure knowledge and understanding of the concepts and skills of Cadet Forces	E	A/I/R
Clear understanding of the cadet syllabus	E	A/I/R
Ability to employ a range of effective instruction, learning styles and assessment methods	E	A/I/R
Ability to use data to inform planning and set targets	E	A/I/R
Strong command of cadet syllabus	E	A/I/R
Ability to access and use classroom relevant research and inspection evidence to improve instruction	D	A/I/R
The distinctive nature of a Catholic school	E	A/I/R

[D] Personal and Professional Skills, Qualities and Attributes

Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application; however, it is more likely that they will be more fully assessed during the interview process and from the references. Within the context of a Catholic school, applicants should be able to:

	Essential or Desirable	How/when measured
Commitment to developing and enhancing the schools Catholic Ethos	E	A/I
Ability to raise achievement for all	E	A/I/R
Commitment to ensuring excellent standards of behaviour at all times	E	A/I/R
Excellent communication skills	E	A/I/R
Commitment to role of tutor for a group of students and the benefits of pastoral care	E	A/I/R
High personal standards and expectations of students and colleagues	E	A/I/R
Ability to motivate and inspire students	E	A/I/R
A passion for teaching and high levels of commitment, motivation and initiative	E	A/I/R
Open-mindedness	E	A/I/R
A forward-thinking approach	E	A/I/R
Excellent interpersonal skills	E	A/I/R
Ability to be reflective and self-critical	E	A/I/R
Potential for further promotion	D	A/I/R
Willingness to take on other roles and responsibilities within the department	E	A/I/R
Ability to establish good working relationships and effective teamwork	E	A/I/R
Excellent role model for other staff and for students	E	A/I/R

[E] Application Form and Letter

*The appropriate application form should be **fully completed** and legible. The letter should be clear, concise and related to the specifics of the post identified as 'A' above.*

[F] Confidential References and Reports

Up to three referees should be nominated.

Only written references and reports should be provided and these should include a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above. They should also provide:

A positive and supportive faith reference from a priest where the applicant regularly worships.	D
A positive recommendation from current employer	E