

Person Specification: English as an Additional Language Teacher

	Essential	Desirable	Assessed
Qualifications			
1	Good honours degree	Postgraduate qualification in subject or PGCE/QTS	Application Form
2	TEFLI qualification: CELTA or equivalent.	TEFLQ qualification: DELTA or equivalent.	Certificates
Experience			
3	Effective working with young people of a range of ages and abilities	Experience of working with EAL students at British boarding schools	Application Form
4	Evidence of making an effective contribution to a team	Evidence of syllabus development	
5	Evidence of success in delivering Cambridge exams such as FCE, IGCSE.	Experience of delivering IGCSE ESL, IELTS	
Skills and Attributes			
6	Ability to deliver a high-quality learning experience to all students in the subject area	Ability to design and adapt schemes of work to the needs of students	Application Form Interview References
7	Ability to work with small groups to offer an individual focus on improvement	Experience of tracking student progress to inform teaching and learning	
8	Excellent communication skills (both verbal and written) at all levels to a variety of audiences e.g., students and staff		
9	Proficiency in time management	Experience of balancing a full teaching load with academic administration duties	

10	Experience of teaching technologies such as interactive whiteboards and virtual learning environments		
11	Potential for professional progression	Desire to study towards a higher level teaching qualification	
12	Commitment to extra-curricular activities and boarding education		
13	A high level of competency in ICT	Knowledge of Teams, Excel, Word and other MS software	
Professional Values			
14	Responsible approach to working with children and young people		Application Form
15	Understanding of safeguarding issues and promoting the welfare of children and young people		Interview References
Personal Characteristics			
16	Dynamic “can do” approach		
17	Capacity to work alongside colleagues, contributing effectively to a team	Ability to work as part of a wider team to continually develop the syllabus and forge cross-curricular links	Application Form Interview References
18	Ability to quickly establish and maintain positive relationships with students and staff		
Special Requirements			
19	Be willing to undergo an Enhanced Disclosure and Barring Service check		Interview

Padworth College is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants for the post must be willing to undergo child protection screening, including reference checks with previous employers and a criminal record check with the DBS.

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