

Person Specification: English as an Additional Language Teacher

	Essential	Desirable	Assessed
	Qualifications		
1	Good honours degree	Post graduate qualification in subject or PGCE/QTS	Application form, Certificates
2	TEFLI qualification: CELTA or equivalent.	TEFLQ qualification: DELTA or equivalent. Expérience teaching EAP	
	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 the 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	

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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, interview, references
15	Understanding of safeguarding issues and promoting the welfare of children and young people		
	Personal Characteristics		
16	Dynamic “can do” approach		Application form, Interview, References
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	

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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.

May 2023