

Recruitment person specification

Post being recruited for: Development Officer (Teaching and Learning)

Council core competencies

These apply to all posts

Being customer / client focused

Working effectively with others

Managing change

Taking ownership and responsibility

Communicating effectively

Planning and decision making

These apply to posts with responsibility for managing people or resources

Leading others

Managing performance and developing others

Political sensitivity

Managers

1. Specify what the essential requirements are for your vacancy under each category. All candidates that have disclosed a disability must be interviewed if they meet the essential requirements.
2. Specify what the desirable requirements are for your vacancy under each category. Desirable criteria can be used to shortlist candidates if you have a high volume of applicants. However, you cannot use desirable criteria when shortlisting any candidates that have disclosed a disability.

Person specification

Category	Essential	Desirable (not every post needs desirable requirements)
Experience	• Successful and varied teaching experience. • Contribution to school improvement. • Good knowledge of school improvement processes, including self-evaluation. • A proven ability to design and deliver high-quality professional learning in learning and teaching.	• Leading professional development beyond the school.
Knowledge, skills and understanding	• Sound knowledge of current national and local authority priorities, particularly in relation to learning, teaching and assessment and literacy. • Clear understanding of teaching and learning theory and effective pedagogy. • Strong planning, organising and IT/analysis skills. • Strong partnership working skills with the ability to communicate effectively and establish positive relationships with staff groups, other key professional partner and external agencies on a wide range of matters.	• Experience of collaboration at learning community, local authority and/or national level.
Qualifications and training	• Educated to degree level or equivalent with a teaching qualification and registered with the GTCS. • Commitment to and evidence of recent professional development.	• Relevant additional training in teaching and learning, and in literacy.

Job specific requirements	• Ability to initiate, promote and deliver an effective and stimulating professional learning • Taking personal responsibility for specific projects, either individually or by leading a team • Experience of the use of attainment and performance data to improve standards. • Strong commitment to raising pupil achievement and attainment. • Strong resilience at all times, self reliant and flexible in approach to working independently and as part of a team. • Ability to identify the needs of the service and promote and provide appropriate support. • Capacity to implement professional standards and performance frameworks for themselves and others.	• A sound knowledge of effective learning and teaching approaches. • Experience of leading and organising various groups of teaching staff
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