

SECONDARY SUBJECT SPECIALIST TEACHER JOB DESCRIPTION

LOCATION	The British School of Beijing, Shun Yi Campus
JOB PURPOSE	To implement and deliver the UK National Curriculum and/or IGCSE/IB programmes, according to the age, aptitude and abilities of the students being taught.
REPORTING TO	Secondary Leadership Team
DIRECT REPORTS	Teaching Assistant if appropriate
OTHER KEY RELATIONSHIP	Parents, Students

KEY RESULT AREA	MEASUREMENT OF PERFORMANCE
Engagement and Interaction – School Ambassador to Internal Community	
Learning and Teaching	
<ul style="list-style-type: none"> ▪ Understands and applies a range of effective classroom management strategies. ▪ Understands and applies a range of teaching strategies. ▪ Positively targets and supports individual learning needs. ▪ Maintains a high level of behaviour, discipline and respect for others. ▪ Effectively uses homework and other extra-curricular learning opportunities. ▪ Fostering appropriate, consistent progress and high expectations for all students across all teaching areas ▪ Effectively managing other adults in the classroom. ▪ Use performance data to evaluate students' progress and set appropriate targets for improvement. ▪ Have extensive knowledge and use informal and formal assessment to refine practice and promote the highest outcomes. ▪ Report on progress to all stakeholders. 	<ul style="list-style-type: none"> ▪ Performance Management ▪ Lesson Observation ▪ work scrutiny ▪ Pupil achievement measures ▪ Standardised testing Scores

Planning and Preparation	
<ul style="list-style-type: none"> ▪ Has a well-developed, extensive knowledge of subject specialism and related pedagogy. ▪ Conceptualises and plans well-structured lessons and programmes that engage, inspire and stretch students; encouraging them to be ambitious. ▪ Has high expectations of behaviour, establishes leadership in the classroom and uses a variety of management strategies to ensure effective and productive classes for students. ▪ Has maintained an up to date knowledge of good practice in teaching techniques. ▪ Have an awareness of wider curriculum developments. 	<ul style="list-style-type: none"> ▪ Contribution to department ▪ Compliance with school and departmental policies and procedures ▪ Student feedback Survey
Professional and Personal Development	
<ul style="list-style-type: none"> ▪ Undertake professional development to enhance teaching and learning. ▪ Continual development through the identification and implementation of your own Personal Development Plan. ▪ Prepared to support colleagues in their professional development through a process of sharing and collaboration 	<ul style="list-style-type: none"> ▪ Performance Management ▪ Lesson Observations ▪ CPD records ▪ Improved performance

PERSON SPECIFICATION- Skills Knowledge and Experience

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Qualifications/Training	
▪ First degree to at least Bachelor level	Essential
▪ Detailed knowledge of the relevant curriculum	Essential
▪ Evidence of participation in CPD	Essential
▪ Teaching degree or qualification with QTS	Essential
Experience / Knowledge	
▪ Minimum of 2 years teaching experience	Essential
▪ An understanding of safeguarding and child protection issues	Essential
▪ Effective behaviour management strategies	Essential
▪ Detailed understanding of assessment and the effective use of data to inform planning and promote student progress	Essential
▪ Adapts teaching to respond to the strengths and needs of all students	Essential
▪ Has high expectations which inspire, motivate and challenge students	Essential
▪ Proven track record of ensuring good progress and outcomes for students	Essential
Skills	
▪ Ability to use ICT effectively to promote learning and engage students	Essential
▪ Involvement in and commitment to all aspects of school life	Essential
▪ Ability to create a stimulating teaching and learning environment	Essential
Personal Attributes	
▪ High levels of personal integrity.	Essential
▪ Excellent organisational and time-management skills	Essential
▪ Ability to work under pressure and remain calm	Essential
▪ Willingness to take on multiple tasks	Essential
▪ Self-motivated and enthusiastic	Essential
▪ Ability to work independently	Essential
▪ Continually strive for improvement	Essential
▪ Adaptable to working in a fast paced ever changing environment	Essential
▪ Conscientious and able to focus on completing work to a consistently	Essential
▪ Ability to work to tight deadlines and able to prompt others to ensure	Essential
▪ Ability to work under pressure and remain calm	Essential
▪ Flexible and positive approach to work	Essential
▪ Must be a team player	Essential
Other	
<ul style="list-style-type: none"> ▪ Hold a current Enhanced Criminal Records Bureau Disclosure or equivalent for countries lived in outside of the UK. ▪ Compliance with visa requirements for working in China. ▪ A commitment to safeguarding and promoting the welfare of all pupils. 	

- Willingness to undertake appropriate child protection training when required

PHILOSOPHY AND VALUES

We are ambitious for our students, our people and our family of schools. We believe that:

- There is no limit to what every person can achieve.
- Creativity and challenge help us get better every day.
- Learning should be personalised.
- Unique global opportunities enhance the learning experience.

The NAE Commitment

At Nord Anglia Education, we work every day to inspire our schools, our students and our employees to be the best they can be, and we are ambitious for them all to achieve more than they thought possible in their personal, social and academic endeavours. Within our family of schools, this aspiration is underpinned by a commitment to always act with **respect, integrity, openness, courage and ambition**. These qualities are the foundation of how we approach our work and roles within NAE and are shared by everyone in our global family.

Promote and embodies *The CORE 7 Leadership Capabilities:*

- **Accountable** – Establishes a high performing culture and accepts accountability for organisational performance.
- **Strategic** – Leads opportunity and is committed to continuous improvement aligned with the organisational vision and direction
- **Collaborative** – Works collaboratively with others to achieve organisational outcomes
- **Entrepreneurial** – Creates organisational value for diverse stakeholders and achieves commercial success
- **Enabling** – Drives excellence through valuing and developing others
- **Agile** – Achieves personal and organisational success within a changing, dynamic and complex environment
- **Resilient** – Demonstrates personal resilience within a demanding environment of high expectations

- Role-model the 'Be Ambitious' philosophy each day
- Feedback as a valued member of the team and the wider organisation

