

**THE HIGHLAND COUNCIL
RECRUITMENT & SELECTION
PERSON SPECIFICATION**

POST: Teacher of Biology (0.8 FTE Fixed Term 14th December 2026-1st October 2027)		Dingwall Academy
Date Specification Completed: September 2026		Prepared by: James Vance
ATTRIBUTES:	ESSENTIAL	
EXPERIENCE	Recent experience of delivering the Scottish curriculum preferred- particularly delivery at Senior Phase	
SKILLS/ABILITIES GENERAL	You will be an excellent teacher with high-level skills and both an awareness of, and a willingness to be involved in, current learning and teaching initiatives. You will be able to identify with, and show empathy for, all learners. You should be well read and knowledgeable on the expectations and standards of <i>Curriculum for Excellence</i>. You will have the ability and willingness to work well with a range of people both in school and, on occasion, beyond; you will be adaptable and able to work on your own initiative. You will have excellent communications skills and be committed to raising standards of achievement for all our pupils. You will be able to show leadership in the classroom. You should be well read and knowledgeable on ways to support pupil wellbeing and to encourage both ambition and resilience.	
SKILLS/ABILITIES SPECIFIC TO THE POST	You will be able to develop a rapport with young people and will be committed to motivate and inspire young people to succeed in your subject. You should be up to date on the course content and assessment expectations of relevant Senior Phase courses. You will be committed to reviewing practice and, where necessary, changing it. You will have a clear commitment to continuing personal development.	
INTERPERSONAL AND SOCIAL SKILLS	You will have the ability to communicate effectively with both adults and young people. You will be expected to promote the wider aims of the school in both curricular and extra curricular areas. You will be able to play your part in the promotion of positive behaviour.	