

## Person Specification

### Post: Cover Supervisor

Attributes	Essential	Desirable	How identified
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Educated to A Level (or equivalent)</li> <li>Grade C/4 or above in GCSE English and mathematics</li> </ul>	<ul style="list-style-type: none"> <li>Good honours degree</li> <li>Qualified Teacher Status or HLTA Status</li> <li>Relevant PD</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Certification</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Ensuring best value when working with external supply agencies</li> <li>Prioritising and coordinating activities to achieve set objectives</li> <li>Values driven</li> <li>Working in a similar role</li> </ul>	<ul style="list-style-type: none"> <li>Managing costs to achieve a set budget</li> <li>Working in an inner-city area of high deprivation</li> <li>Strong teaching ability</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Knowledge and skills</b>	<ul style="list-style-type: none"> <li>High expectations which motivate and challenge students</li> <li>Adaptable to working across a range of subject areas with no regular timetable</li> <li>Behaviour management to support a disciplined and joyful culture</li> <li>Commitment to safeguarding</li> <li>Microsoft Office, especially Word, Excel and Outlook</li> </ul>	<ul style="list-style-type: none"> <li>Planning cover and supply requirements in a busy academy</li> <li>Understanding of what makes a Dixons academy different and successful</li> <li>Strong specialist subject knowledge</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>
<b>Character</b>	<ul style="list-style-type: none"> <li>Strong moral purpose and drive for improvement</li> <li>Mission-aligned</li> <li>Humble and kind</li> <li>Motivated, enthusiastic and flexible</li> <li>Excellent interpersonal skills</li> <li>Good sense of humour</li> <li>Desire to develop yourself</li> <li>Ability to receive and act on feedback</li> <li>Strong attention to detail</li> <li>Ability to work under pressure</li> <li>Commitment to the full life of the academy</li> </ul>	<ul style="list-style-type: none"> <li>Willingness to offer extra-curricular provision</li> </ul>	<ul style="list-style-type: none"> <li>Application</li> <li>Interview</li> <li>References</li> </ul>