

| Area | Essential | Desirable | Method of Assessment |
|---------------------------------|---|---|---|
| Qualifications | <ul style="list-style-type: none"> • Good Honours Degree, PGCE, QTS | <ul style="list-style-type: none"> • Higher degree or evidence of further study • A commitment to obtain further qualifications | Application DCSF No. Certificates |
| Professional Development | <ul style="list-style-type: none"> • Evidence of relevant Continuing Professional Development (CPD) | | Application Interview |
| Experience | <ul style="list-style-type: none"> • Teaching across two Key Stages • Experience of planning and managing change within an aspect of subject based school work • Experience of teaching good and outstanding lessons • Experience of raising student attainment in an aspect of school work • Experience of working with a group of students offering pastoral support | <ul style="list-style-type: none"> • Teaching up to Advanced Level / Oxbridge • Experience of researching and initiating subject focused initiatives • Experience of subject focused self-evaluation | Application Interview References |
| Knowledge and Skills | <ul style="list-style-type: none"> • An outstanding subject knowledge and its place within the national curriculum • The ability to teach good and outstanding lessons • The ability to communicate how to teach outstanding lessons • Strong interpersonal and communication skills • Highly effective time management, organisational and administrative skills • Up-to-date knowledge of best pedagogic practice and an understanding of strategies to improve Teaching & Learning • Familiarity with or understanding of specific subject focused curriculum development initiatives for students aged 11-19 • Advanced ICT skills and an imagination about the future impact of ICT on learning • Aware of how to deal effectively with child protection issues | <ul style="list-style-type: none"> • The ability to communicate how to teach outstanding lessons • Ability to analyse data for specific subject and pastoral focused purpose | Application Interview Lesson Observation Case Study Task References |
| Personal Qualities | <ul style="list-style-type: none"> • The ability to command respect amongst colleagues and students • A drive for continuous improvement • High standards embracing honesty, integrity, loyalty and trustworthiness • Strong intellect, energy and a positive approach to opportunities and challenges • Capacity to think incisively and strategically • The capacity to inspire confidence in stakeholders and work collaboratively • Ability to be flexible and to welcome change • Ability to show good judgement under pressure • Good team player | | Application Interview Role Play References |