

Personal attributes required based on Job Description <i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	Essential (E) Or Desirable (D) Criteria
Qualifications: 1. Good academic qualifications relevant to the post	E
Professional Competence: 1. Have a high regard for young people and the learning process 2. Have the ability to articulate and maintain a vision for high quality education 3. Have the ability to communicate effectively both verbally and in writing 4. Be efficient, highly motivated and able to deal with a heavy workload 5. Have a high level of ICT skills 6. Understand and have good knowledge of recent curricular issues 7. To demonstrate secure knowledge and understanding in their specialist subject area 8. An excellent track record of teaching English from 11-16 9. Track record of raising achievement 10. Ability to use data to inform planning & monitor progress	E E E E E E E E E E
Experience: 1. Show a broad understanding of issues relating to the National Curriculum 2. Have an appreciation of the potential of enhancing the education of children and young people 3. Involvement in initiatives that have shown significant impact, securing improved outcomes for children 4. A good degree in a relevant discipline 5. A recognised teaching qualification	E E E E E

6. A Physics Degree	D
7. Experience as a GCSE Examiner / Marker for Science	D
8. Additional Qualifications / Evidence of Further Study	D
9. Experience of improving attainment in an area of social deprivation.	D
Personal Qualities and Commitment	
1. Have proven ability to effectively motivate staff and students	E
2. Have the ability to establish good working relationships with staff, parents and the wider community	E
3. Show a commitment to school improvement and be able to demonstrate present involvement	E
4. Willingness to take a lead role in extra-curricular interventions	E
5. An experience/understanding the processes of change management	E
6. Have personal impact and presence	E
7. Show on-going evidence of a commitment to their own personal development and training	E
8. Capacity for hard work and resilience	E
9. Ambitious, with aspirations of Subject/Senior Leadership	D