

	<b>Essential</b>	<b>Desirable</b>	<b>Method of assessment</b>
<b>Qualifications</b>	A good first degree in a relevant discipline. PGCE or other suitable teaching qualification	Further subject-related qualifications	Production of the Applicant's certificates
<b>Experience</b>	Recent experience of teaching GCSE. Excellent track record of securing outstanding results A record of continuous professional development in the subject	Experience of contributing to whole school INSET Experience of managing budgets Involvement in the marking of GCSE examination scripts for a recognised awarding body	Contents of the Application Form Interview process Professional references
<b>Knowledge and Skills</b>	Excellent teaching skills An ability to oversee both the curriculum development and delivery of the courses offered by the department An ability to critically evaluate assessment data to devise, implement and assess strategically informed initiatives / interventions An ability to include others and develop a collaborative team ethos An ability to devise, monitor, evaluate and review policies and systems An ability to take a leading role in developing policies	Good ICT skills Awareness of equal opportunities issues and how they can be tackled through teaching and learning strategies and other SEN provision	Contents of the Application Form Interview process Professional references

	<p>An ability to disseminate good teaching and learning practice within the department</p> <p>Strong administrative and organisational skills</p> <p>Excellent knowledge GCSE specifications and curriculum initiatives</p> <p>An awareness of likely developments affecting the delivery of the subject at Key Stage 4 and post-16 levels</p>		
<p><b>Personal competencies and qualities</b></p>	<p>A genuine passion for the subject and a desire to communicate this</p> <p>Patience and perseverance</p> <p>A commitment to overcoming barriers to learning</p> <p>An ability to inspire confidence</p> <p>An ability to strike a good rapport with staff, parents and students</p> <p>Being a positive role model for both staff and students.</p>	<p>An interest in contributing to the whole life of the school</p> <p>An ambition for future career progression toward Senior Leadership.</p>	<p>Contents of the Application Form</p> <p>Interview process</p> <p>Professional references</p>