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| **Description** | **Rating** | **Evidence** |
| **Experience, Knowledge and Understanding** |
| A good degree in Art or related subject. | Essential | Application |
| Qualified Teacher Status. | Essential | Application |
| A commitment to continuing professional development activities. | Essential | Application |
| Experience of successfully teaching Art across KS3 and KS4 | Essential | Application/Interview |
| Experience of successfully teaching Photography at KS4. | Desirable | Application/Interview |
| Experience and understanding of effective curriculum planning and assessment in Art at KS3 and KS4. | Essential  | Application/Interview |
| **Teaching and Assessment** |
| Ability to plan and teach consistently excellent lessons. | Essential | Application/Interview/Lesson observation |
| An understanding a range of effective Assessment for Learning strategies. | Essential | Application/Interview/Lesson observation |
| Ability to assess student work accurately and precisely using criteria. | Essential | Interview/Lesson observation |
| Ability to motivate, engage and enthuse students, thereby forming effective professional relationships.  | Essential | Application/Interview/Lesson Observation |
| **Student Learning and Progress** |
| An understanding of the importance of good planning in relation to student progress. | Essential | Application/Interview |
| To keep accurate, precise and relevant records of student achievement. | Essential | Application/Interview |
| Have a good knowledge and understanding of current educational thinking. | Essential | Application/Interview/Lesson Observation |
| **Wider Professional Effectiveness** |
| To comply with Academy routines and protocols as written and intended. | Essential | Interview |
| To communicate effectively and willingly with all Academy stakeholders. | Essential | Interview |
| To demonstrate awareness of the need to promote and protect the Academy’s profile and reputation. | Essential | Interview |
| A willingness to be involved in leading extra-curricular activities within the department. | Essential | Application /Interview |
| **Professional Characteristics** |
| Have high expectations of young people including a commitment to ensuring that they can achieve their full educational potential and to establishing fair, respectful, trusting, supportive and constructive relationships with them. | Essential | Application/Interview |
| To demonstrate commitment to the professional development of self and that of the Academy | Essential | Interview |
| A commitment to undertake all relevant in-service training and continual professional development | Essential | Interview |
| A commitment to safeguarding and promoting the welfare of children and young people | Essential | Application/Interview |