

Person Specification

NOTE TO CANDIDATE:

- The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
- The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the 'Essential Criteria'.
- The **How Identified** column shows how the academy will obtain the necessary information about you.
- If you feel you meet the 'Essential Criteria' or 'Desirable Criteria', you **MUST** include enough information to show how you meet this criteria in your application. You should include examples from your paid or voluntary work.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Qualifications and Training	<ul style="list-style-type: none"> • Qualified Teacher Status. • Degree in relevant and appropriate discipline. 	Application form and interview.	<ul style="list-style-type: none"> • Honours or Higher degree. • Subject specialism in Drama or Music. 	Application form and interview.
Skills and Experience	<ul style="list-style-type: none"> • Significant experience of leading a curriculum area. • Experience of 11 – 16 Performing Arts teaching. • Outstanding record of managing people. • An excellent classroom practitioner with a proven record of motivating pupils to achieve outstanding progress. • Ability to lead a team. • Ability to support less experienced members of staff. • Excellent organisational skills. 	Application form, references and interview	<ul style="list-style-type: none"> • Experience of having contributed to extra-curricular activities. • Experience of analysing data and setting curricular targets. • Experience of moderating / being an examiner at GCSE level. 	Application Form References Interview

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
Knowledge and Understanding	<ul style="list-style-type: none"> • Ability to articulate a sound educational philosophy in line with the school's aims. • To have a clear vision for the long-term development of the Performing Arts department. • A love of Performing Arts. • Record of delivering consistently good to outstanding lessons. • Ability to deliver schemes of work which help to promote Equity, Engagement, Excellence and Enterprise for all pupils. • 	Application form and interview.	<ul style="list-style-type: none"> • IT skills to support pupil learning • Understanding of excellent practice in teaching. • Knowledge of recent and planned developments in education. 	
Professional Values and Practice	<ul style="list-style-type: none"> • Ability and willingness to work with both colleagues and pupils. • Commitment to further professional development. • Commitment to the school's continued success. • Ability to attend occasional meetings out of academy hours. 	Application form, references and interview.		