

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree • QTS 	
Professional Experience	<ul style="list-style-type: none"> • Minimum of 5 years experience in the Primary phase 	<ul style="list-style-type: none"> • Successful teaching experience in more than one school
Leadership & Management	<ul style="list-style-type: none"> • Able to demonstrate leadership qualities and people management skills • Can articulate principles of effective strategic planning • Experience and commitment to implementing and leading change • Experience of delegating, supporting and monitoring work of others • Ability to analyse, prioritise and meet deadlines 	<ul style="list-style-type: none"> • Senior management experience • Can articulate the need for systematic school review • ICT Skills • Experienced with delivering Performance Management • Articulates a whole-school view when describing change
Learning & Teaching	<ul style="list-style-type: none"> • A consistent exemplar of outstanding classroom practice • Commitment to high academic and behavioural standards • Can articulate and demonstrate effective primary practice • Enjoys analysing practice from first principles • Up-to-date knowledge of NC, literacy & numeracy strategies. • An understanding of recent developments in thinking and learning • Evidence of successful use of ICT to support Learners 	<ul style="list-style-type: none"> • Experience of working with More Able children
Interpersonal Skills	<ul style="list-style-type: none"> • Commitment to working as part of a team, encouraging others to lead as appropriate • Can explain ideas with clarity, energy, conviction • Ability to tackle difficult issues tactfully for positive resolution • Flexible • Well-developed organisational skills • Understanding of own personal strengths and weaknesses • Recognises when to ask for support • Confidentiality and loyalty • Ability to speak frankly but sensitively • Self-motivated and shows initiative 	<ul style="list-style-type: none"> • Experience of, and commitment to, distributive leadership • Understanding of emotional intelligence
Continuing Professional Development	<ul style="list-style-type: none"> • Evidence of recent professional development 	<ul style="list-style-type: none"> • Experience of coaching skills
Community Involvement	<ul style="list-style-type: none"> • Positive commitment to working constructively with Governing Body • Commitment to active parental involvement 	<ul style="list-style-type: none"> • Involvement in extra-curricular activities