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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| **Knowledge & Skills*****(Including any relevant or required qualifications)*** | Qualified Teacher Status. Degree; PGCE or equivalent qualificationSuccessful recent teaching experience at KS3 and KS4 Has a good knowledge and understanding of wider issues in educationExcellent ICT skills for teachingExcellent interpersonal & presentation skills Excellent influencing skills and the ability to engage others in new ideasKnowledge and understanding of child protection & safeguarding proceduresAbility to promote and develop positive relationships within and beyond the Academy | Good Honours degree in a relevant disciplineEvidence of cross phase teaching e.g. primary and secondaryExperience of parental involvement /liaison | ApplicationApplication & InterviewApplication & InterviewInterviewApplication & InterviewInterviewApplication & Interview |
| **Personal Development & Additional Learning** | Recent and relevant CPD activitiesShows commitment to professional and self-development Willingness to be involved in coaching, mentoring and supporting colleagues | Evidence of successfully supporting colleagues to improve | ApplicationInterviewApplication |
| **Experience** | Experience of dealing with a variety of people and understands the need for effective relationships with parents, carers, partners and the community which enhance and support student learningExperience of effective use of ICT in management and data handlingAbility to communicate effectively and work as part of a team | Evidence of developing successful partnershipsExperience of working with ethnic minority and or EAL pupils | Application & InterviewApplication & InterviewApplication & Interview |
| **Initiative** | Open-minded and flexibleSelf motivated with excellent organisational skills and the ability to prioritise workload effectively under pressureTo be able to think creatively and imaginatively to anticipate and solve problems and identify opportunitiesDisplays potential to provide direction, inspiration and strong leadership to othersA high level of self-awareness – knows own strengths and areas for development |  | ApplicationInterviewInterview |
| Circumstances | Willingness to undertake delegated duties when requestedThe ability and willingness to run extra-curricular activitiesUnderstands aims and vision of the Academy and is able to inspire, challenge and motivateThe ability to support the Headteacher in developing a clear vision for the Academy and for engaging the wider community |  | ApplicationApplicationApplication |