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| **Attributes** | **Essential** | **Desirable** | **How Identified** |
| **Knowledge & Skills**  ***(Including any relevant or required qualifications)*** | Qualified Teacher Status. Degree; PGCE or equivalent qualification  Successful recent teaching experience at KS3 and KS4  Has a good knowledge and understanding of wider issues in education  Excellent ICT skills for teaching  Excellent interpersonal & presentation skills  Excellent influencing skills and the ability to engage others in new ideas  Knowledge and understanding of child protection & safeguarding procedures  Ability to promote and develop positive relationships within and beyond the Academy | Good Honours degree in a relevant discipline  Evidence of cross phase teaching e.g. primary and secondary  Experience of parental involvement /liaison | Application  Application & Interview  Application & Interview  Interview  Application & Interview  Interview  Application & Interview |
| **Personal Development & Additional Learning** | Recent and relevant CPD activities  Shows commitment to professional and self-development  Willingness to be involved in coaching, mentoring and supporting colleagues | Evidence of successfully supporting colleagues to improve | Application  Interview  Application |
| **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 learning  Experience of effective use of ICT in management and data handling  Ability to communicate effectively and work as part of a team | Evidence of developing successful partnerships  Experience of working with ethnic minority and or EAL pupils | Application & Interview  Application & Interview  Application & Interview |
| **Initiative** | Open-minded and flexible  Self motivated with excellent organisational skills and the ability to prioritise workload effectively under pressure  To be able to think creatively and imaginatively to anticipate and solve problems and identify opportunities  Displays potential to provide direction, inspiration and strong leadership to others  A high level of self-awareness – knows own strengths and areas for development |  | Application  Interview  Interview |
| Circumstances | Willingness to undertake delegated duties when requested  The ability and willingness to run extra-curricular activities  Understands aims and vision of the Academy and is able to inspire, challenge and motivate  The ability to support the Headteacher in developing a clear vision for the Academy and for engaging the wider community |  | Application  Application  Application |