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|  | **Essential** | **Desirable** |
| **Qualifications & Training** | * Qualified Teacher Status. * Relevant Honours Degree. * Evidence of effective teaching experience within current school/college. | * Experience in use of a management information system e.g., SIMS/Class Charts. |
| **Experience, knowledge & understanding** | * An awareness of good practice in identifying individual needs and providing student support. * Exercise firm and fair discipline and develop positive relationships with students. | * Experience of teaching/leading Key Stage 5. * Leadership of a successful whole school project or area. |
| **Skills & Abilities** | * Outstanding classroom practitioner. * Proven record of driving progress and attainment in the classroom across all Key Stages. * Strong interpersonal, communication and organisational skills. | * Evidence of further development or enhancement of teaching practice of others through coaching, mentoring and curriculum development. |
| **Personal qualities and attributes** | * Successful working relationships with colleagues / other stakeholders. * Innovative, able to contribute new ideas and help establish them. * Role model of best practice to young people and the community. * Maintain a positive attitude and keeps calm under pressure. * Communicate effectively and concisely both in verbal and written form to a variety of audiences. |  |
| **Commitment To** | * Raising standards of student achievement. * Proactively improving own performance. * Professional Development of all staff * Community liaison including parental involvement. | * Further career development. |
| **Attendance** | * A good attendance record in current employment, (not including absences due to disability). |  |
| **Written Application** | * A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role. |  |