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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.
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| **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.
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| **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.
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| **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.
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| **Commitment To** | * Raising standards of student achievement.
* Proactively improving own performance.
* Professional Development of all staff
* Community liaison including parental involvement.
 | * Further career development.
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| **Attendance** | * A good attendance record in current employment, (not including absences due to disability).
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| **Written Application** | * A well-constructed and concise application showing evidence of knowledge, planning and enthusiasm for the role.
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