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| **ATTRIBUTES** | **ESSENTIAL** | **EVIDENCE** |
| Professional qualifications: | * QTS (secondary) or willing to train
* Qualified to degree level
 | * Application form
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| Knowledge and Skills: | H**as:*** Excellent communication skills.
* Excellent subject knowledge and awareness of current developments.
* Potential to progress in their career.
* A wide range of skills to support staff, students, parents and community towards excellence.
* High expectations of students and the ability to ensure that all students’ needs are met.
* The ability to build positive relationships with colleagues, students and parents.
* The skills, experience and ability to gain the confidence of students and staff.
* Good decision making skills.
* Good IT skills.
* Ability to prioritise and use time effectively.
* The ability to raise standards of attainment and achievement within the subject area.
* Understanding of current relevant educational issues/initiatives.
 | * Application form
* References
* Interview
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| Skills and personal capabilities: | **Is able to:*** Demonstrate the ability to be an exceptional member of staff with clear capacity and the desire to improve.
* Demonstrate professional presence, capability and clarity with an excellent demonstration of the ability to motive and empower.
* Communicate effectively with a range of audiences.
* Celebrate excellence and challenge poor performance.
* Prioritise, plan and organise themselves.
 | * Application form
* References
* Interview
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| **ATTRIBUTES** | **ESSENTIAL** | **EVIDENCE** |
| Personal qualities | **Is committed to:*** The protection and safeguarding of children and young people.
* The raising of standards for all in the pursuit of excellence.
* The continuing learning of all members of the school community.
* Inclusion, equal opportunities and a willingness to promote spiritual, social, moral and cultural development.
* The developing and sustaining of a safe, secure and healthy school.
* Working in close partnership with staff, parents and other professionals.
* Being an effective team member.

**Possesses:*** A clear sense of fun, energy, drive and passion.
* A commitment and passion for the improvement of teaching and learning.
* Enthusiasm and commitment.
* Tact and discretion
* Resilience and tenacity
* Stamina and drive
* Integrity and loyalty
* Initiative
* A good sense of humour
 | * References
* Interview
* Application form
* References
* Interview
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