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| **Qualities and Attributes** | **Essential** | **Desirable** | **Evidenced By** |
| **Teaching** | | | |
| Qualified Teacher Status | ✓ |  | Application |
| Honours Degree or equivalent | ✓ |  | Application |
| **Knowledge/Understanding** | | | |
| Thorough working knowledge and understanding of the Key Stage 3 National Curriculum Programme of Study | ✓ |  | Application/  Interview |
| Thorough working knowledge and understanding of the course requirements at Key Stage 4 |  | ✓ | Application/  Interview |
| An excellent understanding of assessment for learning and the use of pupil tracking systems in raising standards | ✓ |  | Application/  Interview |
| ICT proficient | ✓ |  | Application/  Interview |
| Previous experience of teaching at KS3 and KS4 | ✓ |  | Application |
| An ability to teach at KS5 |  | ✓ | Application |
| **Management** | | | |
| A commitment to high standards of achievement and evidence of where this has been achieved | ✓ |  | Application/  Interview |
| Innovative with the ability contribute to the development of the curriculum | ✓ |  | Application/  Interview |
| Excellent classroom management | ✓ |  | Application/Interview |
| Aspiration for career development |  | ✓ | Application/Interview |
| **General / Personal Qualities and Characteristics** | | | |
| An effective team player but can think and work independently | ✓ |  | Application/  interview |
| Ability to enthuse pupils and staff | ✓ |  | Application/  Interview |
| Strong interpersonal skills and sense of humour | ✓ |  | Interview |
| A willingness, where necessary, to support/coach colleagues | ✓ |  | Application/  Interview |
| Ability to work under pressure and meet deadlines | ✓ |  | Application/  Interview |
| Support the Catholic Ethos of the school and contribute to the development of Spiritual Life | ✓ |  | Application/Interview |

