

|                                       | ESSENTIAL CRITERIA   | DESIRABLE CRITERIA  | MEASURED BY  |
|---------------------------------------|--|---|--|
| <b>EDUCATION &amp; QUALIFICATIONS</b> | <ul style="list-style-type: none"> <li>• A relevant degree</li> <li>• PGCE or equivalent</li> <li>• Qualified teacher status</li> </ul>  | <ul style="list-style-type: none"> <li>• Evidence of relevant CPD and impact on learning outcomes for staff or students</li> <li>• 2:1 or better at degree level</li> </ul>   | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> </ul>                               |
| <b>SKILLS AND ABILITIES</b>           | <ul style="list-style-type: none"> <li>• Ability to teach Music to Key Stage 4 and ideally KS5</li> <li>• An understanding of what students find hard in your subject and an ability to make difficult concepts accessible.</li> <li>• Ability to be an imaginative, innovative and teach across the spectrum of abilities</li> <li>• Excellent organisational and communication skills</li> <li>• Ability to liaise effectively with parents and carers</li> <li>• Ability to prioritise effectively</li> <li>• Ability to contribute and lead on aspects of extra-curricular enrichment</li> </ul> | <ul style="list-style-type: none"> <li>• Evidence and willingness to lead subject related enrichment activities</li> </ul>  | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• Lesson Observation</li> </ul> |
| <b>EXPERIENCE &amp; KNOWLEDGE</b>     | <ul style="list-style-type: none"> <li>• An excellent understanding of what constitutes effective assessment</li> <li>• Evidence of using assessment to highlight knowledge gaps and enhance progress and sharing findings with other relevant staff</li> <li>• Knowledge of current curriculum developments and their implications</li> <li>• Having the nous to match the right vehicle to the intended outcome</li> <li>• A thorough understanding of issues relating to Safeguarding</li> <li>• Ability to model, demonstrate and play musical instruments</li> </ul>                            | <ul style="list-style-type: none"> <li>• Experience of teaching GCSE and A Level an advantage</li> <li>• Sound understanding of the professional standards for teachers</li> <li>• A knowledge of what current research is saying might work in classrooms</li> </ul> | <ul style="list-style-type: none"> <li>• Application</li> <li>• Interview</li> <li>• Lesson Observation</li> </ul> |
| <b>CORE QUALITIES</b>                 | <ul style="list-style-type: none"> <li>• Courage: to remain constructively discontent with your own levels of mastery</li> <li>• Honesty: to be accountable for your own actions and inactions and learning from your outcomes</li> <li>• Determination: to be insatiably curious and taking joy in reaching your professional goals</li> <li>• Humour: to remain positive and keep things in perspective</li> <li>• Kindness: to collaborate in order to create a culture of professional generosity</li> </ul>   | <ul style="list-style-type: none"> <li>• Team player willing to actively participate in an engaged performing arts team</li> </ul>  | <ul style="list-style-type: none"> <li>• Interview</li> </ul>  |