

Area	Essential	Desirable	Method of Assessment
Qualifications	<ul style="list-style-type: none"> Good Honours Degree, PGCE, QTS 	<ul style="list-style-type: none"> Higher degree or evidence of further study A commitment to obtain further qualifications 	Application DCSF No. Certificates
Professional Development	<ul style="list-style-type: none"> Evidence of relevant Continuing Professional Development (CPD) 		Application Interview
Experience	<ul style="list-style-type: none"> Teaching across two Key Stages Experience of planning and managing change within an aspect of subject based school work Experience of teaching good and outstanding lessons Experience of raising student attainment in an aspect of school work Experience of working with a group of students offering pastoral support 	<ul style="list-style-type: none"> Teaching up to Advanced Level / Oxbridge Experience of researching and initiating subject focused initiatives Experience of subject focused self-evaluation 	Application Interview References
Knowledge and Skills	<ul style="list-style-type: none"> An outstanding subject knowledge and its place within the national curriculum The ability to teach good and outstanding lessons The ability to communicate how to teach outstanding lessons Strong interpersonal and communication skills Highly effective time management, organisational and administrative skills Up-to-date knowledge of best pedagogic practice and an understanding of strategies to improve Teaching & Learning Familiarity with or understanding of specific subject focused curriculum development initiatives for students aged 11-19 Advanced ICT skills and an imagination about the future impact of ICT on learning Aware of how to deal effectively with child protection issues 	<ul style="list-style-type: none"> The ability to communicate how to teach outstanding lessons Ability to analyse data for specific subject and pastoral focused purpose 	Application Interview Lesson Observation Case Study Task References
Personal Qualities	<ul style="list-style-type: none"> The ability to command respect amongst colleagues and students A drive for continuous improvement High standards embracing honesty, integrity, loyalty and trustworthiness Strong intellect, energy and a positive approach to opportunities and challenges Capacity to think incisively and strategically The capacity to inspire confidence in stakeholders and work collaboratively Ability to be flexible and to welcome change Ability to show good judgement under pressure Good team player 		Application Interview Role Play References