



Note to applicants:

The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.

The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the Essential Criteria.

The **Source** column shows how the school will obtain the necessary information about you.

If the **Source** column says the **Application Form** next to an **Essential Criteria** or a **Desirable Criteria**, you **must** include in your application enough information to show how you meet this criteria. You should include examples from your paid or voluntary work.

A = Application
I = Interview
R = References

TRAINING AND QUALIFICATIONS

	Essential	Desirable	Source
Qualified Teacher Status	✓		A
Degree	✓		A
Experience of teaching in the 11-16 sector. Minimum 3 years.	✓		A R
Evidence of additional post grade CPD activities	✓		

PROFESSIONAL KNOWLEDGE AND UNDERSTANDING

Applicants should be able to demonstrate a good knowledge and understanding of the following areas:

	Essential	Desirable	Source
Has an understanding of current educational issues	✓		I
Understanding of issues relating to “Every Child Matters”	✓		A I R
Strategies for raising standards	✓		A I R
Effective learning and teaching strategies	✓		A I R
Experience in a Specialist School		✓	A I
Knowledge of the Secondary Curriculum and National Strategies	✓		A I
Use data effectively	✓		A I
Effective user of ICT. Able to use range of management software	✓		A I R
Show awareness of whole school issues	✓		I R
The ability to translate vision into practice		✓	A I
Developed partnerships with stakeholders		✓	I
Excellent subject knowledge and awareness of the latest initiatives in that subject	✓		A I R
Evidence of being an outstanding teacher	✓		A I R
To understand and be able to coach others	✓		

EXPERIENCE AND CURRENT PRACTICES Applicants should be able to demonstrate from their experience and current practice the ability to	Essential	Desirable	Source
Awareness/Experience of a competency based curriculum e.g. RSA Opening Minds or L2L		√	A I R
Prioritise, plan and organise	√		A I R
Delegate tasks, monitor and evaluate outcomes	√		I R
Act as a role model for pupils and staff by setting high personal and professional standards	√		A I R
Motivate and inspire pupils, staff, parents, governors and the wider community	√		A I R
Deal sensitively with people and resolve conflicts	√		I R
Use appropriate leadership styles in different situations and understand their likely effects.	√		I R
To improve the teaching of others	✓		A I R
To be able to work across all subject areas to improve teaching and learning	✓		A I R

SKILLS AND PERSONAL QUALITIES/CHARACTERISTICS Applicants should be able to demonstrate from their experience and current practice the ability to	Essential	Desirable	Source
Enjoy working with, and for, young people, as well as adults	√		A I R
Be an outstanding classroom practitioner able to secure pupil engagement in learning	√		A I R
Have the imagination, energy and capacity for hard work together with an enthusiasm to take on developments and challenges	√		A I
Demonstrate the ability to identify tasks, and move projects forward to successful completion	√		A I
Possess excellent communication skills. Able to engage a variety of audiences	√		A I R
Ability to analyse issues and to think both creatively and strategically to solve problems	√		A I
Ability to apply and adapt national initiatives in a local context	√		A I
A commitment to comprehensive and inclusive education	√		A I
Be good at completing tasks, as well as starting them	√		A I
Be willing to contribute to activities outside the timetable	√		A I
Personable, approachable, whilst still inspiring respect and personal and professional credibility	√		A I
Ability to work under pressure whilst maintaining a positive and creative attitude	√		A I R