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| **Education and Qualifications** | **Essential**   * To hold a degree * Qualified Teacher – with experience or a Newly Qualified Teacher   **Desirable**   * Evidence of continuous professional development   Willingness to undertake further professional development | **Assessed by:**  **A**  **A**  **A**  **I** |
| **Experience** | **Essential**   * High level of specialist subject knowledge * Successful teaching experience at Key Stage 3 and Key Stage 4.   **Desirable**   * Knowledge of the core standards for teachers (September 2012) and how they apply in practice * Willingness to contribute to the wider life of the Academy | **I/T**  **A**  **A/I**  **I** |
| **Special Aptitudes** | **Essential**   * A commitment to comprehensive, inclusive, community education * A commitment to safeguarding and protecting children and young people * High standards and expectations * A passion for excellence   **Desirable** | **I/T**  **A/I**  **T**  **I** |
| **Interpersonal Skills** | **Essential**   * Ability to motivate learners of all abilities to learn and to make good or better progress * Very good classroom management * Good oral & written communication skills * Ability to listen & respond to young people establishing excellent relationships with them * Ability to analyse and use data effectively * Ability to plan and deliver Good to Outstanding lessons. * Ability to use ICT for planning, teaching, organisation and assessment purposes * Ability to plan consistently, creatively and effectively to support excellent progress * Ability to reflect upon own practice & respect the contribution of others * Ability to work effectively as part of a team * Willingness to develop learning with key partners including local primary schools and other Trust schools   **Desirable**   * Ability to use e-technologies effectively | **I**  **T**  **A/I/T**  **T**  **I**  **T**  **T**  **T**  **I/R**  **R/A/I**  **A/I**  **A** |

**A**=Application

**I**=Interview

**T**=Teaching

**R**=References