|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| |  | | --- | | **In order to succeed in this role, a candidate will need:** | |  | | **E/D** | **Evidence** |
| **Training/Qualifications/Experience** |  |  |
| Qualified Teacher Status (QTS) | **E** | **A** |
| Degree or equivalent qualification | **E** | **A** |
| Recent participation in relevant CPD activities | **E** | **A/I** |
| Successful teaching experience in the 11-16 phase | **E** | **A/I** |
|  |  |  |
| **Professional Knowledge and Understanding** |  |  |
| An excellent understanding of current, relevant issues and developments within education | **E** | **A/I** |
| Knowledge of strategies for raising achievement of students | **E** | **A/I** |
| Understanding of strategies to develop effective Teaching, Learning and Assessment practice in a school setting. | **E** | **A/I** |
| To be a caring and committed professional who has the highest expectations of all students | **E** | **A/I/S** |
|  |  |  |
| **Abilities/Skills/Qualities** |  |  |
| To be an excellent classroom practitioner | **E** | **S** |
| To be able to articulate a clear vision for high quality education | **E** | **A/I** |
| Ability to form strong working relationships | **E** | **A/I** |
| Strong analytical and problem-solving skills | **E** | **A/I/S** |
| The ability to monitor, evaluate and challenge using a range of evidence | **E** | **A/I/S** |
| To be able to plan, prioritise and implement organisational strategies, making the best use of resources | **E** | **I/S** |
| Ability to offer enrichment activities for students and their ability to successfully deliver other subjects. | **D** | **A/I** |
| Excellent communication skills with the ability to relate to all sectors of the Academy community and external stakeholders | **E** | **I/S** |
| The ability to enthuse, inspire, support and motivate others | **E** | **I/S** |
|  |  |  |
| **Safeguarding and welfare of the academy community:** |  |  |
| The ability to maintain appropriate relationships with all members of the academy | **E** | **A/I** |
| The ability to manage student and colleagues’ behaviours in a positive way | **E** | **A/I** |
| Be clear on their motivation to work with young people | **E** | **I** |
|  |  |  |
| **Other requirements:** |  |  |
| To be able to successfully collaborate with colleagues across the Academy Trust and in different organisations | **E** | **A/I** |
| Energy, tenacity and the ability to work under pressure | **E** | **A/I** |

**T = Threshold (Minimum requirements), E = Essential, D = Desirable**

**A = Application, I = Interview, S = Selection Activities (e.g. Lesson Observation)**