|  | **Essential** | **Desirable** | **Evidence** |
| --- | --- | --- | --- |
| **Qualifications, training and experience** | * Degree * Qualified Teacher Status * Continued professional development in relevant areas * Significant experience of improving outcomes for students at Key Stages 3 and 4 * Ability to teach students at Key Stage 5 * Working using collaborative partnerships * Ability to manage a Department to achieve successful outcomes * Experience of identifying, monitoring, evaluating and providing effective strategies for student progress | * Further relevant professional studies * Track record of improving outcomes at Key Stage 4 and/or Key Stage 5 | Letter  Interview |
| **Competence** | * An excellent teacher * Evidence of impact on student outcomes with a proven track record of total commitment and identifying appropriate interventions to help every student achieve their very best and make progress * Excellent understanding of what constitutes excellence in Teaching and Learning * Proven understanding and use of data to analyse patterns in performance over time, with intervention that raises achievement for teams and individual students * Ability to lead colleagues effectively and hold staff to account * Highly self-motivated, able to energise and motivate others * Effective ICT skills * Ability to work strategically and operationally to deadlines * Reflective practitioner * Knowledge of the requirements of the Literacy and Numeracy framework |  | Letter  Interview |
| **Personal attributes** | * Ability to be an innovative, independent and strategic thinker * Flexible and adaptive to changing needs and priorities * Resilient, calm and tenacious under pressure * Passionate about inclusive practice and equality of opportunity * Relentless in finding ways to remove any barriers to success * Insightful, analytical and problem-solving skills * Excellent communication skills and evidence of being able to build and sustain effective working relationships with staff, students, governors, parents and the wider community * Commitment to equality and diversity and to the protection/safeguarding of all students * Excellent communication skills both orally and in writing |  | Letter  Interview |