|  | **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
 | LetterInterview |
| **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
 |  | LetterInterview |
| **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
 |  | LetterInterview |