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**Person Specification**

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| **Criteria** | **Essential** | **Desirable** | **Assessed by** |
| **QUALIFICATIONS**   * Degree relevant to core subject * Qualified Teacher Status * Excellent Teacher or Advanced Skills Teacher | Y  Y | Y | Application Form  Certificates |
| **BACKGROUND AND EXPERIENCE**  Relevant experience in 11 to 18 education  Ability to demonstrate excellent classroom skills  Understanding of strategies to raise the quality of teaching  Have teaching skills that lead to excellent outcomes  Demonstrate excellent and innovative pedagogical practice.  Ability to use data to judge effectiveness of teaching and to improve learning.  Understanding of current developments in education sector  Willingness to undertake further training relevant to the post  Capacity for and interest in further promotion | Y  Y  Y  Y  Y  Y  Y | Y  Y | Application Form  References  Interviews  Lesson observation |
| **PERSONAL SKILLS AND QUALITIES**  **The successful applicant will be able to demonstrate the following:**   * Ability to motivate, inspire and support others * High level oral and written communication skills * A resilient, creative and determined attitude * A positive approach to change and continuous improvement * Effective organisational and administrative skills * Effective team player * A commitment to academic excellence and to develop the full potential of all students * A commitment to the school operating in a healthy and safe environment * Computer and data literacy * Ability to maintain a sense of perspective and a sense of humour! | | | |
| **WORK RELATED CIRCUMSTANCES**  **The following will be regarded as essential:**   * An excellent attendance record * The possession of a clear enhanced CRB check | | | |