| **ATTRIBUTES** | **ESSENTIAL CRITERIA** | **DESIRABLE CRITERIA** |
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| **KNOWLEDGE** | * Broad subject knowledge * Thorough knowledge of national developments in assessment and reporting * Knowledge of recent developments in learning and teaching * Knowledge and understanding of current issues relevant to the curriculum | * Experience within an exam board * Commitment to developing subject knowledge through subject specific research * Knowledge of strategies to support both staff and students. |
| **SKILLS** | * Committed to preparing and delivering high-quality learning sessions, using a range of teaching and learning strategies * Committed to enabling all students to achieve high standards * Ability to use assessment and progress data to drive provision * A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress * Committed to further developing teaching skills through professional development and learning * Effective communication and interpersonal skills with both adults and children. * Able to work as a member of a high performing team * Teaching secures good progress over time for students * Able to work with students, colleagues and parents with a high level of professionalism * Able to actively support the Academy’s high expectations of behaviour and attitudes to learning * Lead initiatives and take ownership of schemes of work for their own CPD | * Ability to articulate how professional development and learning activities have impacted on practice * Committed to further developing teaching skills through CPD / training etc. * Demonstrated leadership qualities of supporting the development of high performing teams |
| **EXPERIENCE** | * Secondary School teaching across Key Stage 3 and 4 and the full ability range * Experience of working with children and young people. * Able to provide examples of the positive impact of your teaching on children’s learning in your application. * Evidence of your commitment to continuous high quality professional development. * Knowledge of recent developments in learning and teaching * A reflective practitioner who consistently seeks to improve their teaching to support learning and accelerate student progress * A good understanding of effective ways to facilitate learning and drive student progress | * Secondary school teaching across the age and ability range * Experience of working with young people in a variety of different school settings * Experience of partnership working and dissemination of ideas/materials * Evidence of impact on pupil progress for children with English as an additional language and pupils with SEND |
| **QUALIFICATIONS** | * A degree * QTS status | * Subject related qualification |
| **PERSONAL ATTRIBUTES** | * Shows humility and cares about what they do – committed to increasing the life chances of young people * Has a Federation mind set and keen to collaborate with Federation colleagues * Able to inspire and motivate young people * Seeks to develop leadership skills * Able to release potential in others, quick to acknowledge fault and quick to recognise the achievement of others * Has high expectations of self and students * Reliable, punctual and responsible * Puts a high value on treating others with respect and courtesy * Committed to inclusion | * A willing contributor to the development of the Team and the Academy |
| **EQUALITY** | * An understanding of, acceptance and commitment to the fundamental principles of equal opportunities. * Able to work in a way that promotes equality of opportunity and respect for diversity |  |
| **SAFEGUARDING** | * Evidence of a commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. * Able to work in a way that promotes the safety and well-being of children and young people. |  |