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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified to degree level and above * Qualified to teach in the UK * Right to work in the UK | * Good Honours Degree * Masters Degree |
| **Experience** | * Experience of raising attainment in a challenging classroom environment * Experience of successfully improving the teaching of other * Experience of consistently delivering lessons that are at least consistently good for all ages and ability | * Experience of partnership working * Experience of leading staff in key aspects of school * Improvement or monitoring and evaluation * Involvement in cross curricular, whole school activities * Experience of leading training/ development with the school |
| **Knowledge / Skills** | * Effective team worker and leader * High expectations for accountability and consistency * Vision aligned with Grace Academy Coventry’s high aspirations, high expectations of self and other * Genuine passion and a belief in the potentials of every pupil * Motivation to continually improve standards and achieve excellence * Commitment to the safeguarding and welfare of all pupils * Excellent classroom practitioner (whose lessons are rated as consistently good or better) * Effective and systematic behaviour management with clear boundaries, sanctions, praise and rewards * Good communication, planning and organisational skills * Demonstrate resilience, motivation and commitment to driving up standards of achievement * Commitment to regular and on-going professional development and training to establish and maintain outstanding classroom practice * Passion for teaching * Outcomes orientated * Identify, analyse and resolve problems and issues * Develop plans with concrete outcomes and effective solutions * Make fact-based decisions | * Experience of leading staff in key aspects of school improvement or monitoring and evacuation |
| **Personable Attributes & Behaviours** | * The ability to listen and communicate effectively to influence and motivate others * Empathy and the ability to understand the needs, aspirations and motivation of diverse individual groups * Sustain energy, optimism and motivation in the face of pressure and setbacks * Stay calm in difficult situations * Able to communicate clearly and get points across |  |