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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
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| **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
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| **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
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| **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
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