**Person Specification**

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| **Attribute** | **Essential** | **Desirable** | **How identified** |
| Qualifications | * Good honours degree in relevant subject
* Qualified Teacher Status (or currently an ITT / GTP trainee)
 | * Masters degree in education or similar
 | * Application
* References
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| Knowledge and skills | * Very good classroom practitioner
* Detailed knowledge of current developments in education including the use of the Pupil Premium
* Knowledge and experience of intervention strategies
* Ability to put vision into practice
* Ability to devise new resources for learning
 | * Able to use interactive ICT systems for teaching and learning
* Ability to teach a second subject
* Evidence of leading high quality extra-curricular activities
* An ability to teach another subject beyond HSC.
 | * Application
* References
* Teaching exercise
* Interview and practical activities
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| Experience | Either:* Successful placement(s), teaching Citizenship at KS3 & KS4 *(applicants currently in training)*

or:* Successful record of teaching Citizenship including very good exam results at one or more of KS4 & KS5 *(applicants who already have gained QTS)*
 | * Significant contribution to the development of Citizenship beyond the classroom
 | * Application
* References
* Interview and practical activities
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| Continuous Professional Development | * Evidence of commitment to continuing professional development
 |  | * Application
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| Personal Qualities | * A passion for education and making a difference
* Excellent communicator
* Effective team member
* Drive and determination
* Ambition
* Energy, enthusiasm, sense of humour
* Willingness to contribute to the wider life of the Academy
 |  | * Application
* References
* Interview and practical activities
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