**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 |
| 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 |
| 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 |
| Continuous Professional Development | * Evidence of commitment to continuing professional development |  | * Application |
| 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 |