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| **Criteria** | **Qualities** |
| **Qualifications and Training** | * Degree
* Qualified Teacher Status
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| **Experience** | * Successful experience of subject leadership or coordinating a key stage.
* Teaching experience from Key Stage 3 to Key Stage 5
* Experience of raising attainment in a challenging classroom environment.
* Experience of delivering consistently outstanding lessons to students of all ages and abilities
* Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
* Experience in teaching in the subject applied for.
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| **Skills and knowledge** | * Expert knowledge of the National Curriculum, particularly in the subject applied for.
* Effective leadership that develops a team to raise pupil outcomes.
* Ability to communicate a vision and inspire others.
* Ability to design, implement and evaluate effective, imaginative and stimulating Schemes of learning.
* Understands and interprets complex student data to drive lesson planning and student attainment
* Understanding of high-quality teaching and learning strategies in the subject, and the ability to model this for others and support others to improve.
* Ability to build effective working relationships with staff and other stakeholders.
* Ability to adapt teaching to meet pupils’ needs
* Ability to build effective working relationships with pupils.
* Knowledge of guidance and requirements around safeguarding children
* Good IT skills
* Effective communication and interpersonal skills
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| **Personal Qualities** | * A commitment to getting the best outcomes for all pupils and promoting the ethos and values of the school
* Uphold and promote the ethos and values of the school
* Ability to work under pressure and prioritise effectively
* Maintain confidentiality at all times
* Commitment to safeguarding and equality
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