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| **ATTRIBUTES** | **ESSENTIAL** | | | **EVIDENCE** |
| Professional qualifications: | * QTS (secondary) or willing to train * Qualified to degree level | | | * Application form |
| Knowledge and Skills: | H**as:**   * Excellent communication skills. * Excellent subject knowledge and awareness of current developments. * Potential to progress in their career. * A wide range of skills to support staff, students, parents and community towards excellence. * High expectations of students and the ability to ensure that all students’ needs are met. * The ability to build positive relationships with colleagues, students and parents. * The skills, experience and ability to gain the confidence of students and staff. * Good decision making skills. * Good IT skills. * Ability to prioritise and use time effectively. * The ability to raise standards of attainment and achievement within the subject area. * Understanding of current relevant educational issues/initiatives. | | | * Application form * References * Interview |
| Skills and personal capabilities: | | **Is able to:**   * Demonstrate the ability to be an exceptional member of staff with clear capacity and the desire to improve. * Demonstrate professional presence, capability and clarity with an excellent demonstration of the ability to motive and empower. * Communicate effectively with a range of audiences. * Celebrate excellence and challenge poor performance. * Prioritise, plan and organise themselves. | * Application form * References * Interview | |

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| **ATTRIBUTES** | **ESSENTIAL** | **EVIDENCE** |
| Personal qualities | **Is committed to:**   * The protection and safeguarding of children and young people. * The raising of standards for all in the pursuit of excellence beyond outstanding. * The continuing learning of all members of the school community. * Inclusion, equal opportunities and a willingness to promote spiritual, social, moral and cultural development. * The developing and sustaining of a safe, secure and healthy school. * Working in close partnership with staff, parents and other professionals. * Being an effective team member.   **Possesses:**   * A clear sense of fun, energy, drive and passion. * A commitment and passion for the improvement of teaching and learning. * Enthusiasm and commitment. * Tact and discretion * Resilience and tenacity * Stamina and drive * Integrity and loyalty * Initiative * A good sense of humour * A desire to take the school on its journey to become Beyond Outstanding | * References * Interview * Application form * References * Interview |