|  | **Essential** | **Desirable** | **Method of Assessment** |
| --- | --- | --- | --- |
| **Qualifications** | * Qualified Teacher Status in a suitable subject or equivalent experience | * Masters Degree | Application Form |
| **Professional Development** | * Recent relevant professional development |  | Application Form |
| **Experience** | * Proven record of success in raising student achievement in a relevant subject * Evidence of consistently Good or better teaching and learning * Ability to deliver Outstanding learning experiences | * Experience of delivering project based learning | Application Form  Letter  Interview process |
| **Knowledge and Understanding** | * An understanding of the benefits of the UTC ethos * A willingness to collaborate actively with our industry and university partners * Knowledge and understanding of recent educational initiatives * Ability to provide appropriate challenge and support for students * Knowledge of effective behaviour management strategies and an ability to maintain excellent discipline * Knowledge of safeguarding and promoting the welfare of children and young people * Excellent subject knowledge * A commitment to promoting Equal Opportunities within the UTC | * Knowledge of the innovate, design and build industries * Knowledge and experience of using ICT to develop teaching and learning | Letter  Interview process |
| **Personal Qualities** | * Exhibit the values of the UTC: Aspiration, Adaptability, Resilience, Accountability, Integrity, Fairness, Collaboration and Respect * Ability to motivate students * Excellent communication skills * Ability to work as part of a team and develop productive professional relationships * Ability to use and act on own initiative * Ability to reflect and improve on own performance * Ability to form and maintain appropriate relationships and personal boundaries with children * Emotional resilience in a range of challenging situations * Ability to find innovative solutions to new challenges * Commitment to safeguarding and promoting the welfare of children and young people | * Ability to manage and resolve conflicts | Letter  Interview process |