|  | **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 FormLetterInterview 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
 | LetterInterview 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
 | LetterInterview process |