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| Criteria | Qualities |
| **Qualifications and training** | Qualified Teacher Status  Degree |
| **Experience** | Successful teaching experience  Experience planning and delivering interventions for students  Experience of supporting colleagues to develop  Experience delivering training |
| **Skills and knowledge** | Knowledge of the National Curriculum  Knowledge of effective Teaching and Learning strategies  Knowledge of the barriers to learning that students may face  Tailoring plans and interventions to individual students  An excellent understanding of how KS3 and KS4 students learn  Ability to adapt teaching to meet the needs of students  Ability to build effective working relationships with students and colleagues  Ability to establish Curriculum Development.  Knowledge of Guidance and requirements around Safeguarding children  Knowledge of effective behaviour management strategies  Able to use systems and to conduct analysis and produce reports  Good ICT skills, particularly using ICT to support learning |
| **Personal qualities** | A commitment to getting the best outcomes for all students and promoting the ethos and values of the school  High expectations for children’s attainment and progress  Ability to work under pressure and prioritise effectively  Commitment to maintaining confidentiality at all times  Commitment to safeguarding and equality  Add any further qualities needed |