|  |  |  |
| --- | --- | --- |
|  | **Measured by:****[See key]** | **Essential or Desirable** |
| Educational Qualifications |  |  |
| Good honours degree in a Business related subject | A | E |
| Suitable qualification in teaching Business subjects (PGCE or equivalent) | A | E |
| Relevant and successful teaching experience | A/L | E |
| Relevant experience in team-leadership / management – e.g. as head of department, 2 i/c, team leader, leadership of the development of curriculum / T & L / assessment etc, which has had an impact on both pupils and teachers | A/L | E |
| Teaching & Learning |  |  |
| A passion for business, and sharing this with young people | L/I/LO/R | E |
| Excellent subject knowledge and pedagogy | L/I/LO/R | E |
| Very good knowledge and experience of developments in the business/computing curriculum and assessment at level 3/Key Stage 5 | L/I | E |
| An understanding, and experience of, the ways in which students’ achievement can be maximised | L/I/LO/R | E |
| Excellent, engaging, creative practitioner, who can establish good relationships with students of all ages and abilities | L/I/LO/R | E |
| A commitment to achievement for all, and evidence of a positive and sustained impact on students’ achievement and attainment | L/I/LO/R | E |
| Experience of A-level teaching | A/L/I | E |
| Experience of BTEC at Level 3 | A/L/I | D |
| Experience of Examining A level Business | A/L/I | D |
| Leadership and Management |  |  |
| A clear vision of what constitutes excellence in a business/computing department | L/I/R | E |
| An understanding of the systems and structures which need to be in place to achieve excellence, and the drive and commitment to implement this. | L/I/R | E |
| An understanding and experience of the effective use of data to promote improvement. | L/I/R | E |
| Understanding of and some successful experience of staff development – how to grow your team to become excellent teachers.  | L/I/R | E |
| Evidenced commitment to your own professional development. | L/I/R | E |
| Evidence of a clear understanding of the changing post 16 landscape and a need for strategic curriculum development | A/L/I | E |
| Personal Qualities |  |  |
| Excellent communication skills | L/I/LO/R | E |
| Commitment, drive and the willingness to go the extra mile. | L/I/R | E |
| Excellent organizational skills | L/R | E |
| Strong IT skills, for teaching and management. | L/R | E |
| Empathy with students and colleagues | L/LO/R | E |
| Creativity, perseverance and resilience. | L/R | E |
| Ethos |  |  |
| A commitment to the development of the whole student – in curricular, extra-curricular and pastoral dimensions | L/I/LO/R | E |

KEY:

 A = Application

L = Letter

I = Interview

LO = Lesson Observation

R = Reference

P = Presentation