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|  | **Essential** | **Desirable** | **Method of assessment** |
| **Learning and Teaching.** | Experience of teaching Art across the ability range at Key Stages 3 and 4.  Ability to employ a range of effective learning and teaching styles to maximise pupil progress.  Ability with and enthusiasm for ICT as a teaching and learning tool.  Minimum of 3 years’ recent teaching experience. | Experience of teaching Art at Key Stage 5.  Experience of teaching in 2 or more schools. | Application Form and References.  Application Form (Letter of Application), Interview and Classroom  Observation.  Application Form (Letter of Application),  Application Form. |
| **Personal Qualities and Professional Abilities.** | Excellent written and oral communication skills, including comprehensive and accurate completion of the Application Form.  Experience of leading Departmental initiatives or strategies.  Experience of data analysis and interpretation.  Ability to work closely and collaboratively, as part of a team and with other creative & expressive arts subjects. |  | Application Form (Letter of Application),  Focus Group, References and Interview.  Application Form (Letter of Application),  References and Interview.  Application Form (Letter of Application),  References and Interview  Application Form (Letter of Application),  References and Interview |

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|  | **Essential** | **Desirable** | **Method of assessment** |
| **Personal Qualities and Professional Abilities.** | Enthusiasm and a commitment to success, modelling these qualities for all pupils.  Commitment to continuing Professional Development.  Excellent Attendance Record. |  | Interview; Classroom Observation; Focus Group  Application Form, (Letter of Application), References and Interview.  References. |
| **Leadership and Management.** | Experience of undertaking lesson observation and providing feedback.  The ability to be objective and evaluative in setting strategies for the Department.  A strong capacity to galvanise and lead a team of specialists and non-specialists when appropriate  Passion, drive and resilience.  An ability to be evaluative and analytical. | Knowledge and understanding of Estyn’s Common Inspection Framework and associated Self Evaluation requirements. | Application Form, (Letter of Application), Interview.  Application Form, References and Interview.  Application Form, (Letter of Application), References and Interview.  Interview, Focus Group and References.  Application Form, (Letter of Application) and Interview. |