



	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • First degree • QTS • Clear evidence of continuing professional development 	<ul style="list-style-type: none"> • Further professional qualification or degree • Master Degree (or enrolment in programme)
Experience	<ul style="list-style-type: none"> • Experience of leading, coordinating and monitoring • Clear evidence of line managing a team of staff • Clear evidence of successful teaching across the full ability and age range and at examination level • Clear evidence of raising student achievement within a successful department • Experience of raising the achievement of targeted groups (eg SEN, Pupil Premium) • Implementing curriculum and teaching and learning developments that has led to raising standards 	<ul style="list-style-type: none"> • Experience of teaching/leading curriculum development outside subject area
Good Knowledge and Understanding	<ul style="list-style-type: none"> • Strategies for differentiation across a mixed ability range • Current national developments in education, teaching and learning 	<ul style="list-style-type: none"> • Up to date knowledge of the National Curriculum in each subject area within the Faculty.
Skills/Qualities	<ul style="list-style-type: none"> • Effective organisational skills with the ability to meet deadlines • Ability to gather, analyse and interpret data • Dynamic and innovative approach to teaching and learning developments within a department • Ability to model effective teaching methods in order to raise achievement • Ability to assess and promote students' progress in a variety of ways • Good interpersonal and communication skills • Confident use of ICT • Ability to plan strategically in order to raise achievement • Ability to lead and influence others • Ability to build positive working relationships with colleagues and provide support through coaching/line management • Ability to write clear concise reports 	

	<ul style="list-style-type: none"> • Ability to carry out lesson observations, provide feedback and set suitable targets • Ability to appraise colleagues • Ability to lead, manage and implement changes to the curriculum • Ability to motivate and effectively manage students in large groups and individually • To lead by example • Establish routines, systems and procedures • High standards set and modelled 	
Equal Opportunities	<ul style="list-style-type: none"> • Commitment and contribution to School's Equality Policy 	
Disposition	<ul style="list-style-type: none"> • Commitment to the comprehensive ideal, social inclusion and to raising standards for all students • To be interested in young people, how they learn and in developing ways of removing barriers to learning • Interest in developing interventions to counteract disadvantage, prevent underachievement and improve the literacy levels of all students • To believe in the importance of team work and a collaborative approach • Commitment to and understanding of collective responsibility and distributed leadership • Willingness to attend outside meetings and to work outside the timetabled day • Flexible approach and a sense of proportion • Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour • A strong emphasis on achievement and high expectations <p>A commitment to educating the whole person.</p>	