|  |  |  |  |
| --- | --- | --- | --- |
|  | **Essential** | **Desirable** | **Evidence** |
| Qualifications | Qualified teacher qualificationEvidence of continuous professional development and a commitment to further professional development.  | Professional development further qualification and/or experience  | Application |
| Experience | High quality teacherExperience of school development and improvement planning.A firm understanding of the principles of assessment for learning.Working in partnership with governors and parents to promote the school vision, aims and ethos.A proven record in curriculum delivery | Teaching experience across Key Stage 2.Leading an aspect of school improvement with evidence of improving pupils’ standards.Participation in and providing of INSETExperience of working with a range of stakeholders including the wider community.  | Application /observationApplication/ supporting letter/ interviewApplication/ supporting letter/ interview/observationApplication and supporting letterApplication/ supporting letter/ interview |
| Knowledge and understanding | A good knowledge of the primary frameworkA proven and consistent record of delivering good or better lessons.The theory and practice of providing effectively for individual needs of pupils.Local and national priorities, including end of key stage assessments. | A good knowledge of the Ofsted Schools Inspection handbook.  | Application/supporting letter/interview/observationApplication/supporting letter/interview |
| Skills | Participate effectively in staff development.A good understanding and practical up to date knowledge of how ICT can enhance learning within the classroom.To contribute to a positive team spirit, delegating and negotiating when necessary.Show strong interpersonal skills.Communicate accurately and effectively (both orally and in writing) to a variety of audiences.Create a happy, challenging and effective learning environment.Have a calm and positive approach to behaviour management. | Have an ability to promote MFL across school | Application/supporting letter/ interviewApplication/supporting letter/ interview/observation |
| Personal Characteristics | Ability to manage priorities and meet deadlinesA committed to equal opportunities in educationA commitment to Safeguarding childrenEnergy and enthusiasmProactive and self-motivatedA commitment to delivering high quality provisionHighly organised and leads by example.Able to motivate self and others.A desire to be part of the wider life of the school. |  | Application/supporting letter/ interview/observation |