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|  | **Essential** | **Desirable** | **Evidence** |
| Qualifications | Qualified teacher qualification  Evidence of continuous professional development and a commitment to further professional development. | Professional development further qualification and/or experience | Application |
| Experience | High quality teacher  Experience 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 INSET  Experience of working with a range of stakeholders including the wider community. | Application /observation  Application/ supporting letter/ interview  Application/ supporting letter/ interview/observation  Application and supporting letter  Application/ supporting letter/ interview |
| Knowledge and understanding | A good knowledge of the primary framework  A 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/observation  Application/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/ interview  Application/supporting letter/ interview/observation |
| Personal Characteristics | Ability to manage priorities and meet deadlines  A committed to equal opportunities in education  A commitment to Safeguarding children  Energy and enthusiasm  Proactive and self-motivated  A commitment to delivering high quality provision  Highly 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 |