



Key Criteria	Essential	Desirable	Evidence
Qualifications and training	<ul style="list-style-type: none"> • Qualified teacher status • Substantial recent training in relevant areas 	<ul style="list-style-type: none"> • Willingness to undergo further training and development • Leadership training 	Application
Experience	<ul style="list-style-type: none"> • Record of consistently good and outstanding teaching, shown in exam results and observations • Objective data based evidence of good or outstanding final outcomes at GCSE at subject level in own teaching • Effective contribution to raising standards in a middle leadership role • Contribution to leading improvement in classroom practice as part of our provision of CPD • Contribution to improving behaviour and attitudes to learning • Effectiveness in establishing positive relationships with parents and carers • Effectiveness in having difficult conversations with staff, pupils, parents and carers 	<ul style="list-style-type: none"> • Objective data based evidence of leading or co-leading a significant improvement in final outcomes at GCSE at subject level • Objective evidence of the use of high quality data analysis in impacting on and improving learning and progress • Participation in a successful initiative to improve learning and progress 	Application/ references
Competence	<ul style="list-style-type: none"> • Clear understanding of the impact good teaching on personal and academic development 	<ul style="list-style-type: none"> • Well evaluated delivery of staff training • Accurate and effective monitoring and evaluation of the quality of teaching and 	Application/ / data presentation/

	<ul style="list-style-type: none"> ● Good/outstanding standard of classroom practice and adding value, evidenced by lesson observations and GCSE results over the past two years ● Effective team leadership which motivates and challenges ● Ability to gain the respect and cooperation of pupils ● Ability to problem solve and resolve conflict ● A determined and efficient approach to making simple systems work. ● Very effective time management and organisational skills ● Good level of ICT literacy ● Very effective communication in speech and writing ● Good understanding of safeguarding 	<p>learning</p> <ul style="list-style-type: none"> ● Ability to help create simple, effective systems which aid consistency ● Able to contribute constructively and creatively to the development of whole school strategy 	<p>interview</p>
<p>Personal qualities</p>	<ul style="list-style-type: none"> ● Carpe Diem core values ● An overriding conviction that learning and progress come first. ● 100% commitment to Every Child Matters ● Prepared to champion loyally the aims and objectives of the school at all times ● An inclusive philosophy of behaviour management. ● An excited and passionate approach to classroom practice. ● Prepared to fulfil the protocols and quality standards of Marden SLT 100% ● Effective, confident and emotionally intelligent approach to motivating and challenging staff ● Prepared to “go the extra mile” ● Aspires to Deputy Headship and/or headship ● Will challenge and support fellow members 		<p>Interview/ presentation/ references</p>

	of SLT <ul style="list-style-type: none"> ● Creative approach to problem solving ● Flexibility ● Effective team participation ● Positive, optimistic attitude ● Insightful ● Reflective ● Resilient ● Highly energetic ● Punctual ● A leader and not just a manager. 		
Other requirements	<ul style="list-style-type: none"> ● Good record of attendance ● Smart appearance 		Interview/ references