



| | Essential | Desirable | Assessed |
|------------------------------|---|--|-----------------------------------|
| Qualifications | | | |
| 1 | Good honours degree | Post graduate qualification in subject | Application Form; Certificates |
| 2 | Secondary PGCE and Qualified Teacher Status | An English Language teaching qualification, such as a CELTA or DELTA | Application Form; Certificates |
| Experience | | | |
| 3 | Effective working with young people of a range of ages and abilities | Experience of working with international students with a range of EAL needs | Application Form; references |
| 4 | Evidence of making an effective contribution to a team | Evidence of syllabus development | Application Form; references |
| 5 | Experience of teaching at Key Stage 4 | Experience of the Cambridge International Exams Syllabus | Application Form |
| Skills and Attributes | | | |
| 6 | Ability to deliver a high quality learning experience to all students in the subject area | Ability to design and adapt schemes of work to the needs of EAL students | Application; Interview; reference |
| 7 | The ability to work independently to develop a syllabus and ensure student progression | | Application; Interview; reference |
| 8 | Capacity to work alongside colleagues, contributing effectively to a team | Ability to work as part of a team to continually develop the syllabus and forge cross-curricular links | Interview; reference |
| 9 | Ability to quickly establish and maintain positive relationships with students, staff and other stakeholders in the college | | Interview |
| 10 | Understanding of safeguarding issues and promoting the welfare of children and young people | | Interview; reference |
| 11 | Well-developed communication skills | | Interview |
| 12 | Suitability to work with children | | Reference and other checks |
| 13 | Potential for professional progression | | Interview; Reference |
| 14 | Commitment to extra-curricular activities | | Interview, reference |
| 15 | A high level of competency in ICT | Ability to use virtual learning environments effectively | Interview |