**Person Specification for the post of Second in Department**

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|  |  | **Essential** | **Desirable** | **Measured by****A – Application Form****R – References** **LO - Lesson Observation** **I - Interview** **P - Presentation** |
| **1. Qualifications**  | * Degree or equivalent in related field
* Qualified Teacher Status
* Evidence of recent and relevant CPD
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| **2. Faith Commitment** | * Sympathetic to the ethos of a Catholic School
* Practising Catholic
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| **3. Skills and Experience**  | * Successful teaching experience at KS3 and KS4
* Successful teaching experience at A level
* Whole school experience of raising profile of RE
* Ability to co-ordinate and lead colleagues
* Experience of data tracking, monitoring and intervention to personalise the learning experience for pupils
* Experience with raising literacy skills and reading
* Experience of curriculum development
* Experience of working with chaplains/wider RE team
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| **4. Professional Knowledge and Understanding of** | * Effective Teaching and Learning Strategies
* Current assessment and target-setting practices
* Strategies to raise achievement
* Positive discipline strategies
* Current curriculum and examination requirements
* Literacy
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| **5. Professional Skills** | * Strong Classroom Management
* Excellent communication, planning and organisational skills
* Effective data analysis
* Leading Teams
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| **6. Personal Qualities** | * Personal presence, enthusiasm and self-confidence
* Ability to find solutions
* Energy, drive and stamina
* Commitment to improvement
* Love of Subject
* Clear thinker
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