**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 |      |  | A  A  A/R |
| **2. Faith Commitment** | * Sympathetic to the ethos of a Catholic School * Practising Catholic |  |  | A/R  A/R |
| **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 |            |    | A/LO/R/I  A/LO/R/I  A/LO/R/I  A/LO/R/I  A/LO/R/I  A/LO/R/I  A/LO/R/I  A/LO/R/I |
| **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 |          |  | LO/I  A/I  A/I/P  A/R/LO/I  A/R/LO/I  A/R/LO.I |
| **5. Professional Skills** | * Strong Classroom Management * Excellent communication, planning and organisational skills * Effective data analysis * Leading Teams |      |  | R/LO  R/LO/I  R/I/P  R/I/P |
| **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 | ü  ü                 |  | R/LO/I  R/LO/I  R/LO/I  R/LO/I  R/LO/I  R/LO/I  R/LO/I  R/LO/I  R/LO/I |