



***Notre Dame High School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment***

**Notre Dame High School Person Specification**  
**Job Title: Teacher of Biology**

| Specification  | Criteria                         | Evidenced by                           |
|--|----------------------------------|--|
|  | Essential (E) /<br>Desirable (D) | Application<br>Interview<br>References |
| <b>Knowledge, skills &amp; experience</b>  |                                  |  |
| QTS or equivalent (applicant may be working towards this)  | E                                | Application                            |
| Good degree in relevant discipline   | E                                | Application                            |
| Good knowledge and understanding of pedagogy   | E                                | Application<br>Interview<br>References |
| Strong subject knowledge   | E                                | Application<br>Interview<br>References |
| Understands the core features of successful lesson planning and SOL development                  | E                                | Application<br>Interview<br>References |
| Excellent classroom teacher who can lead by example  | E                                | Application<br>Interview<br>References |
| Ability to make accurate and productive use of assessment  | E                                | Application<br>Interview<br>References |
| Understands how to promote high standards of literacy and numeracy as appropriate to the subject | E                                | Application<br>Interview<br>References |
| Ability to secure the highest standards for all students   | E                                | Application<br>Interview<br>References |
| Strong organisational skills   | E                                | Application<br>Interview<br>References |
| Ability to prioritise own work to meet deadlines and ensure most effective use of time           | E                                | Application<br>Interview<br>References |
| Ability to reflect on own practice, critically evaluate and plan strategically for improvement   | E                                | Application<br>Interview<br>References |
| Experience of securing effective professional development for oneself                            | E                                | Application<br>Interview<br>References |
| Ability to think on feet, work on own initiative and find solutions to problems                  | E                                | Application<br>Interview<br>References |
| Good interpersonal skills with strong two way communication                                      | E                                | Application<br>Interview               |

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|--|---|--|
|  |   | References                             |
| Ability to inspire, motivate others and build confidence in the classroom  | E | Application<br>Interview<br>References |
| Ability to work as a member of a team, make decisions, implement them and be accountable   | E | Application<br>Interview<br>References |
| Ability to handle conflict and change with optimism and resilience   | E | Application<br>Interview<br>References |
| Ability to make a positive contribution to the wider life and ethos of the school  | E | Application<br>Interview<br>References |
| <b>Personal qualities, values &amp; attributes</b>   |   |  |
| Commitment to upholding the school ethos including; spiritual life, use of authority and maintaining discipline                  | E | Application<br>Interview               |
| Demands ambitious standards for all students; belief in the potential of everyone to learn and develop                           | E | Application<br>Interview<br>References |
| Values all children equally  | E | Application<br>Interview<br>References |
| Values research and an evidenced based approach to teaching  | E | Application<br>Interview               |
| Conducts oneself with humour, diplomacy and integrity  | E | Interview<br>References                |
| Willingness to contribute to extra-curricular activities   | D | Application<br>Interview               |
| Commitment to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment | E | Application<br>Interview               |
| <b>Subject/post specific requirements</b>  |   |  |
| Ability to teach Biology up to A Level   | E | Application<br>Interview               |