



Personal Specification:

The successful candidate will need to be able to articulate a clear vision for the teaching of Religious Studies as well as the ability to contribute to whole school activities. The Governors will consider applications on the basis of each candidate's ability to meet the following criteria:

| <i>Selection Criteria</i> | Essential | Desirable | A = Application I = Interview R = Reference |
|--|------------------|------------------|---|
| Qualifications | | | |
| Qualified Teacher Status | ✓ | | A |
| Recognised Degree or Equivalent | ✓ | | A |
| Evidence of appropriate continued personal and professional development | ✓ | | A |
| Catholic Certificate of Religious Studies or equivalent | | ✓ | A |
| Experience | | | |
| <i>The successful candidate will have:</i> | | | |
| Teaching experience across the secondary phase | ✓ | | A |
| Experience of teaching in a Catholic school | | ✓ | A |
| An understanding of school improvement and the raising of standards to the highest level | | ✓ | A I R |
| An understanding of the importance of preparation of candidates for public examination | ✓ | | A R |
| Leadership and Management skills | | | |
| <i>The successful candidate will have proven ability employing a range of leadership styles in:</i> | | | |
| Relevant experience which would support an application to a teaching post within a Religious Studies Department | | ✓ | A I R |
| An understanding of the development of policies and procedures in RE | | ✓ | A I |
| Communication skills | | | |
| <i>The successful candidate will be able to:</i> | | | |
| Communicate effectively, orally and in writing to a range of audiences (pupils, parents, colleagues and governors) | ✓ | | A I R |
| Self Management | | | |
| <i>The successful candidate will be able to:</i> | | | |

| Selection Criteria | Essential | Desirable | A = Application I = Interview R = Reference |
|--|------------------|------------------|---|
| Work under pressure: meet deadlines | ✓ | | A I R |
| Prioritise and manage their own time effectively | ✓ | | A I |
| Achieve challenging professional goals | ✓ | | A I R |
| Knowledge and skills | | | |
| Demonstrate emotional intelligence and social awareness | ✓ | | I R |
| Understand the use and application of ICT in a range of contexts | | ✓ | A I |
| The purposes of the Religious Studies curriculum & relationship to the whole school curriculum | ✓ | | A I R |
| An awareness of development planning and target setting | ✓ | | A I |
| Understand the significant role that pastoral care plays in the successful development of the whole child | ✓ | | A I |
| Personal Attributes and Professional Qualities | | | |
| <i>The successful candidate must have and be able to demonstrate:</i> | | | |
| Personal impact and presence | ✓ | | A I |
| Adaptability to changing circumstances and new ideas and an ability to challenge the status quo | ✓ | | A I |
| High levels of motivation and a commitment to high standards | ✓ | | A I R |
| Analytical, creative and flexible thinking | ✓ | | A I |
| Reliability and integrity | ✓ | | A I |
| Self confidence | | ✓ | I |
| The ability to promote team values and encourage others to do the same | | ✓ | A R |
| Commitment | | | |
| <i>The successful candidate will have a commitment:</i> | | | |
| A willingness to support/uphold the Catholic ethos of the school. This would be evident in the positive contribution made to the prayer and worship life of the school | ✓ | | A I |
| A willingness to study for CCRS if not already held | | ✓ | A I |
| To equal opportunities | ✓ | | A I |
| To participating fully in the life of the school | ✓ | | A I |