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| **Criteria** | **Essential** | **Desirable** | **How Assessed** |
| **Experience** | Experience of teaching with a specialism in Biology.  Ability to teach a full curriculum of KS3 and KS4 Biology.  Ability to teach A-Level Biology.  A commitment to the extra-curricular life of the school. | Relevant teaching degree or NQT  Experience in writing schemes of learning.  Willingness to contribute to and support school events  Ability to teach full curriculum at KS4  Experience of teaching A-Level Biology | Letter, application form and references |
| **Knowledge and**  **Understanding** | Knowledge of effective teaching and learning styles and assessment methods.  Thorough knowledge of Biology Curriculum.  Good ICT skills |  | Interview, letter of application, sample lesson |
| **Teaching and**  **Learning** | A passion for your subject.  Commitment to raising achievement.  Willingness to learn, develop and share skills.  High expectations of all pupils.  Ability to create an effective learning environment for all students.  A willingness to undertake further relevant training and to pass those skills on to other members of staff as appropriate | Evidence of successful lesson planning and delivery | Sample lesson.  Application Form, interview. |
| **Skills and**  **Attributes** | Enthusiasm and passion for teaching  Ability to establish good working relationships with colleagues.  Ability to work in a team  Ability to initiate ideas, set own targets and meet own and other people’s deadlines.  Good communication skills. | Evidence of innovative practice | Interview  References |
| **Personal Qualities** | High expectations of students and colleagues.  Enthusiastic and committed.  A sense of humour.  Open mindedness.  Able to motivate and inspire students.  A forward thinking approach.  Approachable and willing to help students both in and outside of lessons | Potential for promotion.  A commitment to the school’s vision and ethos. | Interview and sample lesson |

October 2019