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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 NQTExperience in writing schemes of learning.Willingness to contribute to and support school eventsExperience 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 teamAbility to initiate ideas, set own targets and meet own and other people’s deadlines. Good communication skills. | Evidence of innovative practice | InterviewReferences |
| **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 |

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