



Achievement Leader, 2nd in Department Personal specification / Selection criteria

Job Requirements	Status of Criteria		Method of Assessment		
	Essential	Desirable	Application	Interview/task	Reference
Training and Qualification					
Qualified teacher status	✓		✓		
Relevant Degree, qualification or equivalent experience	✓				
Participation in recognised leadership/management training, in-service or study		✓	✓		
Catholic certificate of religious studies (or equivalent) or participation in a formal Catholic Leadership programme		✓	✓		
Faith, Ethos and Commitment					
Demonstrate a clear and genuine support for the Catholic ethos of the school	✓		✓	✓	
Commitment to and participation in the spiritual life of St Bede's	✓			✓	
Participation in wider school life	✓			✓	
Practising Catholic		✓	✓		✓
Model the core values and mission of the school	✓			✓	
Teaching and Management Experience					
Highly effective classroom teacher with a track record of delivering outstanding teaching on the current Ofsted framework	✓			✓	✓
Demonstrate competence in current teaching methodologies	✓			✓	✓
Minimum of 3 years teaching in secondary schools		✓	✓		✓
Experience of management/leadership in current/previous post.		✓	✓		
Able to set clear targets, track progress and adopt strategies to achieve them	✓			✓	
Evidence that you have made an impact on improving pupil outcomes and how this was achieved	✓		✓		✓



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Professional Knowledge and Understanding					
Demonstrate a clear understanding of the National Curriculum for the subject	✓		✓	✓	
Competence in the use of IT relevant to the post	✓		✓	✓	
Able to analyse and evaluate curriculum data	✓			✓	
Demonstrate a clear understanding of safeguarding for pupils	✓			✓	✓
Effectively analyse, prioritise and action plan	✓		✓	✓	
Personal characteristics					
Able to form appropriate relationships with pupils through positive discipline	✓			✓	✓
Able to form professional relationships with the wider school community	✓			✓	✓
Able to work under own initiative as well as part of a team	✓			✓	✓
Able to work to deadlines	✓				✓
Ability to communicate effectively with all school stakeholders	✓			✓	✓
Ability to communicate effectively with parents/carers verbally & in writing	✓		✓	✓	
Listen to, reflect and act on feedback	✓				✓
Maintain confidentially	✓				✓
Possess a good health and attendance record	✓				✓ (post offer)