

PERSON SPECIFICATION

Lecturer (Teaching) / Senior Lecturer (Teaching) PGCE Secondary Religious Education

Criteria	Essential/ Desirable	Application Form / Supporting Statement / Interview
1. A degree in a relevant subject area (religious education) and UK Qualified Teacher Status (Please include your DfE QTS number).	Essential	Application Form
2. Evidence of being an innovative practitioner who has a successful record of teaching RE, recently, in secondary schools / sixth form college, across the 14 / 19 age range, in the UK for a significant period of time.	Essential	Supporting Statement / Interview
3. Excellent subject knowledge of the religious education curriculum including key stage 4 / 5 exam specifications.	Essential	Supporting Statement / Interview
4. An understanding of the Ofsted School and the Initial Teacher Education framework and how this impacts on a teacher training programme.	Essential	Supporting Statement / Interview
5. Experience of working with trainee teachers in a school / college setting.	Essential	Supporting Statement / Interview
6. Experience of mentoring / coaching and / or observation / giving high quality feedback to trainee teachers / colleagues.	Essential	Supporting Statement / Interview
7. A good understanding of recent national / international initiatives and Government policies in the area of RE.	Essential	Supporting Statement / Interview
8. Evidence of effective interpersonal skills, with the ability to work independent and as a member of a team.	Essential	Supporting Statement / Interview
9. Evidence of excellent IT skills including teaching online.	Essential	Supporting Statement / Interview
10. Flexibility and the ability to travel to settings across the wide geographical area.	Essential	Supporting Statement / Interview
11. Essential for Senior Lecturer: Masters level qualification (or underway).	Desirable	Application Form / Supporting Statement

12. Successful experience of being a leader (at any level).	Desirable	Application Form / Supporting Statement / Interview
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- Application Form – assessed against the application form and where appropriate, curriculum vitae. Applicants will not be asked to answer a specific supporting statement. Normally used to evaluate factual evidence e.g. award of a qualification. Will be “scored” as part of the shortlisting process.
- Supporting Statements - applicants are asked to provide a statement to demonstrate how they meet the criteria. The response will be “scored” as part of the shortlisting process.
- Interview – assessed during the interview process by either competency-based interview questions, tests, work-related exercise, presentation or teaching session etc.

*Newly appointed staff who do not already hold HEA professional recognition or a HE teaching qualification will be required to achieve this within three years of their appointment to the post, either through completion of the PG Cert Learning and Teaching in HE, or for those with significant experience of teaching in HE, via the University’s accredited CPD scheme conferring Fellowship at the appropriate level.