

Please use the template below to show you meet the essential criteria. Applications which do not address the essential criteria as requested will not be progressed.

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|  | **Essential criteria** |
|  | Qualifications |  |
| 1 | Scottish Credit and Qualification Framework level 12 (PhD) or equivalent in related discipline with a growing reputation for scholarship within the subject area.  | **Statement on equivalence** As part of its portfolio the School of Education provides a range of academic programmes leading to professional certification. While a higher degree (Masters or doctoral degree) is *normally* prerequisite for appointment, we also recognise that potential applicants may have significant and substantial professional experience, developed during their career and professional journey and which, in substance, is equivalent to having completed a postgraduate programme. This is linked to career stage and the grade for the relevant post so, for example, the expectations for a Grade 9 or 10 post are significantly greater than for a Grade 7 or 8 post. At Grade 9 or 10, equivalent experience could be a significant role within an organisation, leading teams and managing budgets, with responsibility for leading key strands of strategic activity. For Grade 7 and Grade 8 it may involve working individually and as part of a team to take forward aspects of the work related to the subject area for which the applicant has responsibility. It is the applicant’s responsibility to fully demonstrate how they meet the criteria through equivalence. *Illustrative example:* Lesley has been employed as a team leader with a leading charitable organisation for more than 10 years. Prior to this, she held a post in a similar organisation as a staff development officer. She held this post for 5 years. Both roles have entailed responsibility for agreeing and taking forward key strands of work, commissioning providers of professional learning and also designing and delivering workshops and seminars for internal and external audiences. Through her professional experience she is able to demonstrate how she meets the essential criteria. |
| 2 | Membership of relevant professional body and or relevant academic body / association. | ***Member of relevant professional body*** This refers to professional bodies such GTCS, CLD, BPS, SSSC or the Higher Education Academy (HEA) for which registration is prerequisite for employment in a professional setting. ***Member of relevant academic body / association*** This refers to academic or research organisations such as:British Association for International and Comparative Education International Congress for School Effectiveness and Improvement British Educational Research Association. |
| 3 | Eligible for GTC Registration  | Confirmation of eligibility should be sought prior to submitting the application.  |
|  | Knowledge, Skills and Experience | **Address each criterion as set out in the job description** |
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