

## **Inclusive Teacher Selection Process**

1-. Interview (max. 5): After the interview with the candidate, a maximum of 5 points will be awarded.

2-. Experience (max. 3.5): 0.5 is awarded for every 6 months worked in the position to be filled.

3-. Other experience (max. 2): Awarded 0.5 for every 12 months of work in roles other than those for which you intend to apply, but related to an internal role.

4-. Qualifications (max. 1): Awarded 1 point if the studies are related to the role to be filled, 0.5 if you have a degree but it is not related to the role and 0 if you do not have a degree. If the job requires a degree and the candidate does not have one, the evaluation is concluded and the candidate is disqualified.

5-. Other qualifications (max. 1): 0.5 is awarded for each higher education degree completed (master's, postgraduate, doctorate, other university degree...).

6-. Specialisation courses (max. 0.5): 0.1 is awarded for each course of more than 40 hours, related to the function to be performed.

7-. Former employees/alumni of the Foundation who have experience or training in inclusion and disability (max. 1): awarded to former employees who are well regarded by the Foundation. 8-. Knowledge of other languages with special attention to English (max. 1).

9-. In the case of people with the same score, they will be ordered to take into account points 1, 2, 7 and 8.