



LNCT Agreement 9: Appointment Procedures for Teachers

(Revised July 2026)

Introduction

Stirling Council is committed to recruiting, employing and retaining high quality skilled staff who can demonstrate excellence in teaching.

Stirling Council's Recruitment, Selection and Employment Policies give corporate and generic guidance on the Council's recruitment and selection procedures and should be followed to recruit teachers and associated professionals.

Reference Documents

Specific guidance is also available as follows:

Agreement	Subject
LNCT 8	Appointment Procedure Guidance for Promoted Posts
LNCT 3	Use of Temporary Contracts for Teachers
Guidance Document	Appointments to Denominational Primary and Secondary Schools

Appointment Panel

The selection panel will be nominated by the Headteacher. There should be a minimum of two and a maximum of three panel members and they should all be involved in the leeting process.

Composition of the Panel

Post	Panel convened by	Examples of Other Panel Member
Teacher	Headteacher/Depute Headteacher	Depute Headteacher(s) Principal Teacher HT, DHT or PT or teacher external to school

There may be a practical element to the interview.

Advertising

Opportunity Marketplace on MyPortal and myjobscotland.gov.uk will be the tool for advertising posts. Only on an exceptional basis will posts be advertised in the national press. Permanent posts that become vacant after the October break will not normally be advertised until the staffing exercise has been completed. Temporary arrangements will be put in place in the interim period.



Signed:

Bryony Monaghan, Co-secretary LNCT

Date: 31 July 2026



Signed:

Ann Skillen, Co-secretary LNCT

Date: 31 July 2026