**PERSONNEL SPECIFICATION**

**TEACHER OF SCIENCE**

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| **Criteria** | **Essential** | **Desirable** | **Where?** |
| Qualifications & Professional Development | Appropriate degree and/or teaching qualification.  Recent experience of teaching pupils aged 11– 16 years. | Ability to teach all Science disciplines and another subject e.g. Maths  Recent experience of teaching to GCSE level  Evidence of recent appropriate professional development. | Application form  Application form  Application form |
| Application | Well-constructed application which clearly addresses the requirements of the job details.  Clearly a specific application for the post. |  | Application form  Application form |
| Experience/Skills | Evidence of successful classroom teaching.  Evidence of good classroom management.  Very good ICT skills  Ability to manage change.  Ability to work  effectively and collaboratively with colleagues.  Ability to form good relationships with pupils, colleagues and parents.  Good organisational skills.  Good communication skills.  Knowledge and awareness of equal opportunities and multi-cultural issues.  Recognition of the importance of developing the whole student.  Knowledge and awareness of recent developments and research into teaching and learning.  Knowledge and awareness of current educational initiatives/issues.  Ability to motivate and inspire others | Participation in relevant staff development activities.  Has experience of curriculum development and change management  Evidence of good working relationships including willingness to share ideas.  Ability to form good relationships with wider community and outside agencies.  An understanding of the importance of P.S.H.E./Citizenship in the development of young people | Application form/references  Application form/Interview/references  Application form/references  Interview  Interview/references  References/interview  Application form/  interview  Application form/interview  Interview  Interview  Application form/interview  Application form/interview  Interview/references |
| Motivation | Evidence of self-motivation and the ability to be self- critical, and to evaluate own performance.  Evidence of good health, attendance and punctuality. |  | Reference/  interview  Application form/  reference |
| Temperament | Evidence of a sense of humour, commitment and enthusiasm. |  | Application form/reference/  interview |
| Interests | Willingness to be involved in extra- curricular activities. | Has been involved in extra-curricular activities. | Application form/reference/  interview |

**A. Morris**

**June 2018**