

PERSON SPECIFICATION

POST TITLE: Teacher of Science

GRADE: MPS/UPS

			RELEVANT CRITERIA	HOW IDENTIFIED	ESSENTIAL/ DESIRABLE
1.	Education and Qualification	1.1	Degree or equivalent qualification in a Science subject.	Application Form / Certificates	A
		1.2	Qualified Teacher Status.	Application Form / Certificates	A
		1.3	Commitment to further professional development	Application Form / Certificates	A
2.	Experience	2.1	Experience of teaching Science in a Secondary School to KS 4 level.	Application Form / Interview	A
		2.2	Experience of teaching Biology to KS 5 level.	Application Form / Interview	B
		2.3	Experience of working successfully in a cross-curricular team	Application Form / Interview / References	B
		2.4	Experience of monitoring and mentoring Students	Application Form / Interview / References	B
3.	General and Special Knowledge	3.1	Excellent classroom practitioner.	Application Form / Interview / References	A
		3.2	Total commitment to multicultural context and multi-faith communities.	Application Form / Interview / References	A
		3.3	Knowledge of resources and teaching methodologies which promote success and engagement in Science.	Application Form / Interview / References	A
		3.4	Knowledge of health and safety practices in Science teaching.	Application Form / Interview / References	A

4.	Skills and Abilities	4.1	Ability to use ICT for teaching and administrative purposes.	Application Form/Interview	A
		4.2	Ability to relate to, and motivate, students.	Application Form/Interview	A
		4.3	Enthusiasm for subject.	Application Form/Interview	A
		4.4	Excellent communication skills.	Application Form/Interview	A
		4.5	Ability to contribute to extra-curricular activities as part of a team	Application Form/Interview	B
5.	Additional Factors	5.1	Commitment to a policy of Equal Opportunities.	Interview	A
		5.2	A commitment to raising achievement across the whole age and ability range within a girls' school.	Interview	A
		5.3	Energy, commitment and innovation	Interview	A
		5.4	A clear enthusiasm for the STEM subjects and the benefits that cross-curricular collaboration can bring to enhance student engagement and learning.	Interview	B

Please make sure that you demonstrate your ability to meet the requirements of the job by giving clear, concise examples of how you meet each criterion on your application form. The letters A, B and C in the "Rank" column refer to the importance we will give your answers when we read your applications. You must have all the A's on day one to be able to do the job, you need to have all the B's to do the job, but they could be learnt during the induction, and if you have C criteria this would be an additional bonus.

We recognise and welcome our responsibility to remove any barriers in our Recruitment and Selection process for disabled people. We have tried to do this, but if you have a disability and identify any barriers in the job description or employee specification, please advise us of these in your application. We are committed to making reasonable adjustments to the job wherever possible and it would help us to know your needs in order to do this.

Where criteria are to be identified through the "Selection Process", this may involve written exercises, group discussions, presentations, interview etc.