# Employee Specification

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| CRITERIA |  | HOW IDENTIFIED | RANK |
| **Relevant** **Experience** | Completed successful teaching practices with experience across the 11-16 age and ability rangeTo have contributed in wider aspects of school lifeExperience of pastoral work within school | Application Application/Selection process/ReferenceApplication/Selection process/Reference | ABB |
| Education**And****Training** | Qualified teacher Evidence of recent training and development | Application Application/Selection process/Reference | AB |
| **Special Knowledge****And Skills** | To be familiar with all aspects of the National Curriculum in Science including current assessment proceduresGood classroom organisation and managementAbility to use a variety of teaching methods | Application/Selection process/ReferenceApplication/Selection process/Reference Application/Selection process/Reference | BBB |
| **Any** **Additional****Factors** | Commitment to equal opportunitiesWillingness to work hardAbility to work in a teamAbility to adapt and differentiate teaching material for mixed ability groupsWillingness to learn and be involved in new initiativesEmpathy and self-awareness | Application/Selection process/ReferenceApplication/Selection process/ReferenceApplication/Selection process/ReferenceApplication/Selection process/ReferenceApplication/Selection process/ReferenceApplication/Selection process/Reference | BBBBBB |

**Note to applicants:** You will only be short listed from the details in the application form if you meet all the essential criteria ranked as A. If a large number of applications are received only those who best meet the desirable criteria ranked B will be short listed.