# 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 range  To have contributed in wider aspects of school life  Experience of pastoral work within school | Application  Application/Selection process/Reference  Application/Selection process/Reference | A  B  B |
| Education **And**  **Training** | Qualified teacher  Evidence of recent training and development | Application  Application/Selection process/Reference | A  B |
| **Special Knowledge**  **And Skills** | To be familiar with all aspects of the National Curriculum in Science including current assessment procedures  Good classroom organisation and management  Ability to use a variety of teaching methods | Application/Selection process/Reference  Application/Selection process/Reference  Application/Selection process/Reference | B  B  B |
| **Any**  **Additional**  **Factors** | Commitment to equal opportunities  Willingness to work hard  Ability to work in a team  Ability to adapt and differentiate teaching material for mixed ability groups  Willingness to learn and be involved in new initiatives  Empathy and self-awareness | Application/Selection process/Reference  Application/Selection process/Reference  Application/Selection process/Reference  Application/Selection process/Reference  Application/Selection process/Reference  Application/Selection process/Reference | B  B  B  B  B  B |

**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.