**Science**

**Responsible to: Subject Leader**

|  |  |  |  |
| --- | --- | --- | --- |
| **Attributes** | **Essential** | **Desirable** | **Evidence** |
| **Qualifications & Experience** |  |  |  |
| * QTS
 | 🗸 |  | A |
| * Successfully completed Induction Year
 | 🗸 |  | A |
| * Evidence of recent Professional Development
 | 🗸 |  | A |
| * Further study or qualification
 |  | 🗸 | A |
| * Evidence of contribution to staff training and development
 |  | 🗸 | A |
| **Knowledge & Skills** |  |  |  |
| * Excellent classroom practitioner
 | 🗸 |  | IP |
| * Ability to articulate characteristics of effective teaching
 | 🗸 |  | IP |
| * Knowledge and understanding of current and future initiatives in Science
 | 🗸 |  | A/IP |
| * Understanding of the learning needs of all students
 | 🗸 |  | A/IP |
| * Ability to lead and implement new ideas
 | 🗸 |  | A/IP |
| * Use of ICT, particularly to promote teaching and learning
 | 🗸 |  | A/IP |
| * Ability to enthuse, inspire and motivate others
 |  | 🗸 | A/IP |
| * Experience of, ability to, use student performance data to raise achievement
 |  | 🗸 | A |
| * Excellent people management skills and the ability to build a team
 |  | 🗸 | A |
| * Ability to communicate effectively with a range of audiences
 | 🗸 |  | A |
| * Good administrative and organisational skills
 | 🗸 |  | A |
| **Personal/Professional Qualities** |  |  |  |
| * Self-motivated, with ability to use initiative
 | 🗸 |  | R/IP |
| * Approachable, caring, flexible and supportive
 | 🗸 |  | R/IP |
| * Ability to contribute to and be part of a team
 | 🗸 |  | R |
| * Can work under pressure, with a high level of commitment and determination
 | 🗸 |  | R |
| * Ability to lead by example, and make decisions
 | 🗸 |  | R |
| * Commitment to extra-curricular activities
 | 🗸 |  | A/R |

Cont…

|  |  |  |  |
| --- | --- | --- | --- |
| **Safer Recruitment** |  |  |  |
| * Knowledge and understanding of requirements and responsibilities for safeguarding and promoting the welfare of children and young people (including an enhanced DBS check)
 | 🗸 |  | A/R/IP |
| * Ability to form and maintain appropriate relationships and personal boundaries with children and young people
 | 🗸 |  | A/R/IP |
| * Emotional resilience in working with challenging behaviours
 | 🗸 |  | A/R/IP |
| * Appropriate motivation to work with young people
 | 🗸 |  | A/R/IP |

**A = Application Form**

**IP = Interview Process (this will include teaching a lesson)**

**R = Reference**