**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…

|  |  |  |  |
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| **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**