Senior Science Technician - Person Specification

**[A] Training and Qualifications**

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **How/when measured?** |
| NVQ level 3 or A-level in a related subject or equivalent | D | A(Certificate) |
| Level 2 English and Mathematics Qualification | E | A(Certificate) |
| Practicing catholic | D | A/I |

**[B] Experience**

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **How/when measured?** |
| Practical experience of working in a laboratory and with wet chemicals | E | A/I/R |
| Experience of working or volunteering with school-age children/young people | D | A/I/R |
| Experience of using ICT to support completion of tasks | E | A/I/R |
| Experience of working in a team and supporting others to achieve objectives and complete tasks to deadlines | E | A/I/R |
| Experience of keeping records | E | A/I/R |
| Experience of working in an educational setting | D | A/I/R |
| Experience of preparing materials, equipment and chemicals required for practical work | E | A/I/R |
| Experience of managing stock control | D | A/I/R |

**[C] Professional Knowledge and Understanding**

***Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application, however, it is more likely that they will be more fully assessed during the interview process and from the references. Within the context of a Catholic school applicants should be able to:***

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **How/when measured?** |
| Knowledge of relevant policies/codes of practice/and awareness of relevant legislation and the responsibilities of the role within these for promoting pupils’ welfare | D | A/I |
| Knowledge of National Curriculum and other relevant learning strategies | D | A/I |
| Understanding of equal opportunities and inclusion and how it applies in a school setting | E | A/I |
| Knowledge of potential health and safety risks and issues associated with this job description, including COSHH regulations, CLEAPPS, and knowledge of how to mitigate these hazards | E | A/I/R |
| Understanding of why safeguarding for pupils and the confidentiality of information is important in a school environment | E | A/I/R |

 **[D] Personal and Professional Skills, Qualities and Attributes**

***Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application, however, it is more likely that they will be more fully assessed during the interview process and from the references. Within the context of a Catholic school applicants should be able to:***

|  |  |  |
| --- | --- | --- |
|  | **Essential or Desirable** | **How/when measured?** |
| Interpersonal skills to build and maintain effective relationships with all pupils and colleagues | E | A/I/R |
| Creative skills to contribute to and adapt learning activities relating to the National Curriculum and other learning objectives | E | A/I/R |
| To promote a positive ethos and good role model | E | A/I |
| To continually improve own practice/knowledge through self evaluation and learning from others | E | A/I/R |
| Demonstrate effective organisational skills and an ability to work under pressure | E | A/I/R |
| Think creatively to anticipate and solve problems | E | I |
| Prioritise, plan and organise themselves | E | A/I/R |
| Demonstrate commitment to community cohesion and social inclusion | E | A/I/R |
| To work flexibly as the workload demands | E | I |
| Occasional out of hours working to support school functions | E | I |
| When required, to wear safety clothing and PPE as appropriate to the risk assessment | E | I |

**[E] Application Form and Letter**

*The appropriate application form should be* ***fully completed*** *and legible. The letter should be clear, concise and related to the specifics of the post identified as ‘A’ above.*

**[G] Confidential References and Reports**

*Up to three referees should be nominated.*

*Only written references and reports should be provided and these should include a strong level of support for relevant professional and personal knowledge, skills and abilities referred to above. They should also provide:*

|  |
| --- |
|  |
| A positive and supportive faith reference from a priest where the applicant regularly worships. | D |
| A positive recommendation from current employer  | E |

**north west diocesan statement on
equal opportunities in employment**

The principle of equal opportunity for all is consistent with social justice and with the Christian ideal of recognising the dignity and worth of all who work or wish to work in our schools. The governing body is therefore committed to employment procedures which comply with civil law and do not discriminate on grounds of age, gender, race, colour, nationality, religion, sexual orientation, ethnic origin or disability.

We recognise and value the current and future contribution to our school of staff who while not sharing our Catholic faith make a strong and sincere commitment to the school’s Christian values and Mission Statement.

Some teaching posts include specific responsibility for providing leadership and direction in the religious life and Catholic identity of the school. In other appointments, where two or more candidates for teaching posts are equally strong in the context of the criteria for appointment, preference may be given to a candidate who is Catholic.

In addition, the governing body recognises that the school and our Catholic teachers are called to be witnesses to Christ’s teachings. We therefore reserve the right as employers to take into consideration any personal behaviour or circumstances which are outside the recognised norms of the Church and which are genuinely within an individual’s control. In doing so, we will seek always to give witness to the Christian pastoral principles of love, respect and reconciliation.