



An All-through Co-operative School

“Making School Memorable by Striving for Excellence”

PERSON SPECIFICATION FORM

POST TITLE:

Science Technician – Scale 3

PLEASE NOTE

The method of assessment for each criterion is shown in the right hand columns. The shortlisting criteria are indicated by asterisk in the application form column. Shortlisting for interview will be based solely on whether the candidate indicates on their application form that they meet these Shortlisting Criteria. All candidates must satisfy the Equal Opportunities and Customer Care criteria which are mandatory.

E – Essential, D - Desirable	APPLICATION FORM	INTERVIEW
1. QUALIFICATIONS		
(a) Good written and spoken English – GCSE Grade A*-C equivalent. (E)	*	
(b) Numeracy and Maths skills appropriate to the learning levels of the target student groups – GCSE Grade A*-C equivalent. (E)	*	
(c) Broad general education to GCSE Grade A*-C equivalent. (D)	*	
(d) A-Level or equivalent in Biology (or related subject) (D)	*	
2. KNOWLEDGE AND EXPERIENCE		
(a) Experience of working in a laboratory in school or equivalent in hospital or industry. (E)	*	*
(b) Experience of working in a Biology laboratory or studying Biology to University-level (D)	*	
3. SKILLS AND ABILITIES		
(a) Ability to absorb and understand a wide range of information concerning the functions of the school. (E)	*	
(b) Ability to build and form working relationships with students, parents/carers, and colleagues. (E)	*	*
(c) Good organisational skills and ability to meet deadlines. (E)	*	*
(d) Ability to work on own initiative and to prioritise between conflicting demands. (E)	*	*

(e) Ability to work strongly in a team. (E)	*	*
(f) Good communication skills and interpersonal skills. (E)	*	*
(g) Confident in use of ICT. (E)	*	
4. EQUAL OPPORTUNITIES RELEVANT TO THE POST		
(a) Commitment and contribution to School Equal Opportunities Policies. (E)	*	*
(b) Experience of working in a multicultural environment (E)	*	*
(c) Committed to the promotion of equal opportunities, fundamental British values** and Co-operative values*** (E)	*	*
5. CHILD PROTECTION		
a) Committed to safeguarding and promoting the welfare of children and young people (E)	*	
6. DISPOSITION		
a) To be interested in students as individuals and how they learn. (E)	*	*
b) To display a warm and approachable demeanor. (E)	*	*
c) A flexible approach and sense of humour. (D)	*	*
d) To display a professional manner in various contexts. (E)	*	*

**Fundamental British values - democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths and beliefs

***Co-operative Values - self-help, self-responsibility, democracy, equality, equity and solidarity in addition to the ethical values of honesty, openness, social responsibility and caring for others.