

**NOTE TO CANDIDATE:**

- The **Essential Criteria** are the qualifications, experience, skills or knowledge you **MUST SHOW YOU HAVE** to be considered for the job.
- The **Desirable Criteria** are used to help decide between candidates who meet **ALL** the 'Essential Criteria'.
- The **How Identified** column shows how the academy will obtain the necessary information about you.
- If you feel you meet the 'Essential Criteria' or 'Desirable Criteria', you **MUST** include enough information to show how you meet this criteria in your application. You should include examples from your paid or voluntary work.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
<b>Qualifications and Training</b>	<ul style="list-style-type: none"> <li>• Qualified Teacher Status.</li> <li>• Degree in relevant and appropriate discipline.</li> </ul>	Application form and interview.	Honours or Higher Degree.	Application form and interview.
<b>Skills and Experience</b>	<ul style="list-style-type: none"> <li>• Experience of 11 – 16 Science teaching.</li> <li>• An excellent classroom practitioner with a proven record of motivating students to achieve success.</li> <li>• Ability to lead a team.</li> <li>• Experience of a leadership role within a Science department in a secondary school.</li> <li>• Ability to support less experienced members of staff.</li> <li>• Excellent organisational skills.</li> </ul>	Application form, references and interview.	<ul style="list-style-type: none"> <li>• Experience of having contributed to extra-curricular activities.</li> <li>• Experience of analysing data and setting curricular targets.</li> <li>• Experience of creating interventions programmes / frameworks for KS4.</li> <li>• Experience of moderating / being an examiner at GCSE level.</li> </ul>	Application form, references and interview.

	ESSENTIAL CRITERIA	HOW IDENTIFIED	DESIRABLE CRITERIA	HOW IDENTIFIED
<b>Knowledge and Understanding</b>	<ul style="list-style-type: none"> <li>• Ability to articulate a sound educational philosophy in line with the academy's aims.</li> <li>• To understand and support a clear vision for the long-term development of the science department.</li> <li>• A love of science.</li> <li>• Record of delivering consistently good to outstanding lessons.</li> <li>• Ability to create suitable schemes of work at KS4.</li> <li>• Ability to research the latest subject knowledge and pedagogical developments and implement these across the department.</li> </ul>	Application form and interview.	<ul style="list-style-type: none"> <li>• IT skills to support student learning.</li> <li>• Understanding of excellent practice in teaching.</li> <li>• Knowledge of recent and planned developments in education.</li> </ul>	Application form and interview.
<b>Professional Values and Practice</b>	<ul style="list-style-type: none"> <li>• Ability and willingness to work with both colleagues and students.</li> <li>• Commitment to further professional development.</li> <li>• Commitment to the academy's continued success.</li> <li>• Team player.</li> </ul>	Application form, references and interview.	Commitment to extra-curricular activities.	