

## Person Specification – Teacher of Science

Selection decisions will be based on the criteria below. At each stage of the process, an assessment will be made by the appointment panel to determine the extent to which the criteria have been met and the ability to fulfil the requirements of the post. **Candidates MUST meet the essential criteria.** Candidates who fail to meet any of the essential criteria will automatically be excluded at any stage of the process.

The appointing panel will use a combination of assessment tools to determine a candidate's suitability and the extent to which the criteria have been met. These assessment tools include (but are not limited to) the application form, supporting statement, information gathered in the interview process and references.

Disabled applicants who meet the minimum essential criteria will be shortlisted for interview.

Evidence Key	Application Form & Supporting Letter	A	Selection Process	S
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Professional Qualifications and Experience		
Criteria	Essential (E) Desirable (D)	Suggested Evidence
Qualified Teacher Status (QTS)	E	A
Educated to degree level or equivalent in a Science subject	E	A
Experience as a teacher of science within a secondary education setting, whether on an employed basis or as part of teacher training	E	A
Experience of successfully delivering biology, chemistry and physics to at least combined science level	E	A
Active participation in and commitment to ongoing professional development	E	A
Experience of working as a GCSE science examiner (any Examination Board, although we currently follow Edexcel)	D	A
Commitment to safeguarding and promoting the welfare of children	E	A or S

Qualities & Knowledge		
Criteria	Essential (E) Desirable (D)	Suggested Evidence
Ability to inspire, motivate, support and challenge students	E	S
Exhibits current knowledge and understanding of educational policy	E	S
Promotes equality and inclusive practices	E	A or S
Demonstrates analytical understanding and uses data effectively to drive continuous improvement	D	A or S
Effective team work within a department or school, and ability to build networks and work with a range of partners	E	A or S

Personal Qualities & Attributes		
Criteria	Essential (E) Desirable (D)	Suggested Evidence
Actively demonstrates a passion for the value of education	E	A or S
Demonstrates honesty and integrity	E	A or S
Self-motivated, enthusiastic and energetic	E	S
Excellent communication and interpersonal skills	E	A or S
Resilient	E	A or S
Ability to develop and maintain effective working relationships	E	A or S
Excellent organisational skills	E	A or S
Prioritises, meets deadlines and performs effectively under pressure	E	A or S
Demonstrates initiative and problem-solving skills	E	A or S
Flexible and positive approach to new challenges and opportunities	E	A or S
Excellent attendance and punctuality record	E	A