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| **Selection Criteria** | **Essential**  **(E)**  **Desirable**  **(D)** | **Evidence (Ev)**  **Application Form (A)**  **Application Letter (L)**  **Interview Process (I)**  **Reference (R)** |
| **Qualifications**   * Minimum Post-16 qualification in Science * Degree in a science related subject * 5 GCSEs at Grade C or above or equivalent including Maths and English * Some Chemistry knowledge would be an advantage * Have undertaken radiation protection supervisor training, or be willing to complete it. | E  D  E  D  D | A  A  A  A/L  A/I |
| **Experience**   * Experience of supervising and line managing staff * Experience of working in a technical or laboratory environment * Experience of setting up experiments * Experience of maintaining scientific equipment * Experience of working with secondary aged students in a school setting | E  E  E  D  D | L/I/R  L/I/R  L/I/R  L/I/R  L/I/R |
| **Knowledge & Understanding**   * Excellent scientific knowledge including:   o apparatus/equipment maintenance  o health and safety   * Understanding of health & safety legislation and procedures relating to schools * Practical scientific knowledge and ability to be able to set up and test experiments common to KS3, GCSE and Post-16 study * IT software knowledge, including Microsoft Office * Understanding of safeguarding procedures | E  D  E  E  E | L/I/R  L/I/R  L/I/R  L/I/R  L/I/R |
| **Skills**   * Strong problem solving / analytical skills * Excellent attention to detail * Excellent time management, planning and organisational skills * Ability to monitor and manage the Science budget * Clear, professional and effective verbal and written communication skills, at all levels with teachers, students & other colleagues * Able to use IT to support workload * Ability to organise, lead and motivate other staff * Ability to relate to children and other adults | E  E  E  E  E  E  E  E | L/I/R  L/I/R  L/I/R  L/I/R  I/R  L/I/R  L/I/R |
| **Other**   * Ability to work as a member of a team and with initiative * Positive attitude and desire to improve children’s lives * Absolute commitment to the safety and welfare of all students and staff * Possession of an enthusiastic and ‘can do’ disposition * Good attendance record * Strong support from referees | E  E  E  E  E  E | L/I/R  L/I/R  I/R  I  A/R  R |