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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.
 | EDEDD | AAAA/LA/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
 | EEEDD | L/I/RL/I/RL/I/RL/I/RL/I/R |
| **Knowledge & Understanding*** Excellent scientific knowledge including:

o apparatus/equipment maintenanceo 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
 | EDEEE | L/I/RL/I/RL/I/RL/I/RL/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
 | EEEEEEEE | L/I/RL/I/RL/I/RL/I/RI/RL/I/RL/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
 | EEEEEE | L/I/RL/I/RI/RIA/RR |