

**PERSON SPECIFICATION: SCIENCE TECHNICIAN**

CRITERIA	MEASURED BY
<p><b>QUALIFICATIONS</b></p> <ul style="list-style-type: none"> <li>• Relevant qualifications (both formal and through appropriate experience) to meet the challenge of the specific appointment (E)</li> </ul>	AF/I
<p><b>KNOWLEDGE/EXPERIENCE AND SKILLS</b></p> <ul style="list-style-type: none"> <li>• An excellent standard of practical knowledge (E)</li> <li>• A working knowledge of relevant equipment (E)</li> <li>• Maintaining good health and safety standards within a practical department (E)</li> <li>• Good understanding of CLEAPPS and COSHH regulations (E)</li> <li>• Ability to work constructively as part of a team, understanding school roles and responsibilities and your own position within these (E)</li> <li>• Ability to organise, lead and motivate other staff (E)</li> <li>• Good communication/interpersonal skills (E)</li> <li>• Ability to relate well to children and adults (E)</li> <li>• Good organising, planning and prioritising skills (E)</li> <li>• Methodical with a good attention to detail (E)</li> <li>• Contributing to extra curricular activities at lunch time, after school and as part of school trips (D)</li> <li>• Excellent keyboard and computer skills (training will be given on the school system BROMCOM) (E)</li> </ul>	AF/I
<p><b>BEHAVIOURAL ATTRIBUTES</b></p> <ul style="list-style-type: none"> <li>• Builds personal relationships with stakeholders, through regular contact and consultation (E)</li> <li>• Coaches and empowers team members to take responsibility for ensuring customer care (E)</li> <li>• Understands the school's development plan and how it relates to team and individual objectives (E)</li> <li>• Accepts, supports and quickly implements change (E)</li> <li>• Identifies and promotes best practice and encourage the sharing of ideas (E)</li> <li>• Proactively seek opportunities to increase job knowledge and understanding (E)</li> </ul>	AF/I

<ul style="list-style-type: none"> <li>• Values the diversity of individuals, adaptable approach to meet individual needs and effectively utilise the diversity of team members (E)</li> <li>• Works with others to resolve differences of opinion and resolve conflict (E)</li> <li>• Requires minimum supervision (E)</li> <li>• Takes responsibility for own and team actions (E)</li> <li>• Identifies and overcomes barriers and manage risks (E)</li> <li>• Takes quick and effective action (E)</li> <li>• Demonstrates focused implementation of role and responsibilities (E)</li> <li>• Builds strong team ethos where everyone feels valued (E)</li> <li>• Provides timely, sensitive and honest feedback on performance (E)</li> <li>• Accountable for own development and encourages the ownership of development needs amongst team members (E)</li> <li>• Has the ability to learn from experiences and challenges. Is committed to the continuous development of self and others by keeping up to date and sharing knowledge, encouraging new ideas, seeking new opportunities and challenges, open to ideas and developing new skills (D)</li> </ul>	
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**Key:** D – Desirable      E – Essential

In addition to the ability to perform the duties of the post, issues relating to safeguarding and promoting the welfare of children will need to be demonstrated these will include:

- Motivation to work with children and young people.
  - Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
  - Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline.
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