



## Head of Science

### PERSON SPECIFICATION

Criteria	Essential	Desirable (for TLR post)	Evidence
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>Good honours degree in a Science related subject</li> <li>Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of further professional development relevant to the post</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Science teacher at Key Stage 3 and 4</li> <li>Experience as teacher in charge of Science at Key Stage 3, 4 or 5 OR subject responsibility across the Key Stages</li> <li>Experience of taking responsibility for raising achievement</li> </ul>	<ul style="list-style-type: none"> <li>Experience of teaching Biology, Chemistry or Physics at post-16.</li> <li>Experience of BTEC science</li> </ul>	<ul style="list-style-type: none"> <li>Application form</li> <li>Letter of application</li> <li>Selection process</li> <li>References</li> </ul>
<b>Professional Attributes</b>	<b>Relationships with students</b> <ul style="list-style-type: none"> <li>Have high expectations of students and a commitment to support them in achieving their potential</li> <li>Have and expect high standards of behaviour</li> <li>Experience as a tutor</li> </ul>		<ul style="list-style-type: none"> <li>Letter of application</li> <li>Selection process</li> <li>References</li> </ul>
	<b>Frameworks</b> <ul style="list-style-type: none"> <li>Have an up to date knowledge and understanding of the professional duties of teachers</li> </ul>		
	<b>Communicating and working with others</b> <ul style="list-style-type: none"> <li>Be able to communicate effectively with students, parents and colleagues</li> <li>Experience of management of colleagues</li> <li>Be able to work in partnership with others to support the learning of students</li> <li>Experience of working effectively with support staff</li> </ul>		
	<b>Personal Professional Development</b> <ul style="list-style-type: none"> <li>Be reflective and committed to improving practice to benefit students</li> <li>Be open to advice and feedback</li> <li>Evidence of continuing professional development</li> <li>Experience of performance management of colleagues</li> </ul>		

Professional Knowledge and Understanding	<b>Teaching and Learning</b> <ul style="list-style-type: none"><li>Be able to use a range of teaching, learning and behaviour management strategies to personalise learning</li></ul>		<ul style="list-style-type: none"><li>Letter of application</li><li>Selection process</li><li>References</li></ul>
	<b>Assessment and Monitoring</b> <ul style="list-style-type: none"><li>Be committed to the use of assessment for learning strategies</li><li>Appreciate the importance of data in raising attainment</li><li>Know the assessment requirements for the subjects to be taught</li><li>Be confident in the use of data to raise attainment</li></ul>		
	<b>Subjects and Curriculum</b> <ul style="list-style-type: none"><li>Have good subject knowledge</li><li>Have a detailed knowledge of the subject content of courses to be delivered</li></ul>	<ul style="list-style-type: none"><li>Be committed to providing cross- curricular learning opportunities for students</li></ul>	
	<b>Learning Skills</b> <ul style="list-style-type: none"><li>Appreciate the importance of helping students to develop the skills necessary to become independent learners (literacy, numeracy, ICT etc)</li></ul>	<ul style="list-style-type: none"><li>Have experience of developing learning sequences that support the development of skills</li></ul>	
	<b>Achievement and diversity</b> <ul style="list-style-type: none"><li>Understand that student development is affected by a range of influences</li><li>Be committed to considering these when planning for student learning</li><li>Understand the need to work effectively with other colleagues who support students learning</li></ul>	<ul style="list-style-type: none"><li>Have experience of supporting others in adapting learning for students with additional needs</li></ul>	
	<b>Health and Well-being</b> <ul style="list-style-type: none"><li>Be committed to fulfilling the role of tutor</li><li>Be aware of national policies and guidance on safeguarding children</li></ul>		
Professional Skills	<b>Planning</b> <ul style="list-style-type: none"><li>Have planned and delivered effective learning sequences</li><li>Have adapted learning sequences based on prior learning of students</li><li>Have experience of leading the development of schemes of work</li><li>Have experience of course choices</li></ul>		<ul style="list-style-type: none"><li>Letter of application</li><li>Selection process</li><li>References</li></ul>
	<b>Teaching</b> <ul style="list-style-type: none"><li>Have taught challenging, well-organised lessons and sequences of lessons</li></ul>		

	<ul style="list-style-type: none"><li>• Know how to motivate and engage students in learning</li><li>• Have demonstrated excellent teaching skills and have supported others in their development</li></ul>	<ul style="list-style-type: none"><li>• Have a track record of teaching that leads to high achievement meeting and exceeding expectations.</li></ul>	
	<b>Assessment, monitoring and giving feedback</b> <ul style="list-style-type: none"><li>• Have used formative assessment to provide feedback and set targets for students</li><li>• Have provided effective verbal and written feedback to parents</li></ul>		
	<b>Reviewing teaching and learning</b> <ul style="list-style-type: none"><li>• Reflective practitioner who is committed to regular self review</li><li>• Have experience of self evaluation procedures</li></ul>		
	<b>Learning Environment</b> <ul style="list-style-type: none"><li>• Able to create a safe and purposeful environment for learning</li><li>• Able to manage behaviour effectively in line with school systems and help students to learn self control</li><li>• Have experience of supporting others with behaviour management</li></ul>		
	<b>Team working and collaboration</b> <ul style="list-style-type: none"><li>• Be able to work effectively as part of a team</li><li>• Have a commitment to collaboration and co-operative working</li></ul>	<ul style="list-style-type: none"><li>• Have experience of building and leading an effective team</li><li>• Have experience of leading collaborative working</li></ul>	