St Philomena's
Catholic High School for Girls

LEAD PRACTITIONER SCIENCE
ST. PHILOMENA'S CATHOLIC HIGH SCHOOL FOR GIRLS

PERSON SPECIFICATION:

The Governors will consider applications on the basis of each candidate's ability to meet the following essential criteria:

Selection Criteria	Essential - These are qualities without which the Applicant could not be appointed	Desirable - These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	A = Application I = Interview R = Reference
Qualifications	• QTS (Secondary age range) • Degree level (or equivalent) qualification		A A
		• Further professional qualification e.g. Leadership Pathways or NPQH • Experienced Assistant Headship • Desire to move on to Assistant Headship / Deputy Headship / Headship	A A A
Experience	• Successful experience teaching Science in a school with students aged 11-18. • Outstanding teaching ability • Contributing to the effective raising of standards • Demonstrable evidence of raising the standards of learning and teaching • Use of technology to improve systems that raise student achievement • Development of innovative learning and teaching		A I R A I R A A A I R A I R
		• Management experience as relevant to the post. • Effective leadership of department developments relating to learning and teaching and/or self-evaluation • Effective management of change	A I R A I R A I R

		• Effective line management of other staff • Teaching experience in more than one school • Experience of working in a wider context than an individual school • Leading of INSET • Effective collaboration with external agencies • Experience of working in an urban school environment • Effective contribution to the SEF	A I R A I R A I R A I R A I R A I R A I R
Professional Development	• Evidence of relevant further professional development	• Performance management experience • Recognition that life-long learning is an essential part of personal development • Evidence of leading on the professional development of other staff	A I R A I A A
Personal qualities, skills and characteristics	• Comfortable with outstanding practice • Build and maintain effective relationships through effective interpersonal skills • Excellent organisational skills • Excellent communication skills • Inspire, challenge, motivate and empower others • Think creatively to anticipate and solve problems • Build on current good practice whilst moving the school forward with vision and vigour • Demonstrate excellent knowledge and understanding of strategies to raise and maintain attainment • Develop effective teamwork and be able to contribute effectively to a range of teams • Think strategically and contribute to creating a		A I R A I R A A A I R A I R A I A I A A I R

	coherent school vision • Understanding of safeguarding issues and procedures • Inclusive approach to education • High expectations of self and others • Manage and resolve conflict • Work under pressure, maintaining a sense of perspective and humour • Commitment, honesty and dedication • Ability to manage own time effectively • Reliability and professional integrity • Resilience, determination and tenacity	• Knows what outstanding looks like and the proven ability to develop outstanding practice	A I A A A R A I A A A A A I R
Knowledge / special aptitudes	• Clear understanding of the ethos of a specialist Catholic school • Excellent knowledge and understanding of diversity and equality requirements • A belief in the role of independent learning in education with the ability to articulate and deliver this vision • Excellent strategies for discipline • A dedication to high academic standards • A belief in working in partnership and as part of an established team • Proven ability in the development of effective structures and systems • Ability to think strategically • Very good literacy skills • Some experience of whole school budgeting • Ability to understand and demonstrate commitment to Work within and promote compliance with the School's Equality Duty Information and Objectives		I R A I A I R A I R A I A I A I A I R A I A I

	Document. • Ability to comply with policies and procedures relating to child protection, health, safety and security, confidentiality, and data protection.	• Knowledge of current educational trends, curriculum developments and educational initiatives • Knowledge of latest Ofsted requirements • Sound knowledge of 14-19 reform • Knowledge of the new SEF requirements • A creative approach to learning and teaching	A I R A I A I A I A I A I
Special Requirements	• A willingness to support/uphold the Catholic ethos of the school. • Working knowledge of the Data Protection Legislation. • Flexible approach to working hours to meet the needs of the organisation. • To participate fully in the life of the school • Commitment to the value of single sex secondary education • Commitment to safeguarding and promoting the welfare of children and young people		A I A I A I A I A I