



# 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	<ul style="list-style-type: none"> <li>QTS (Secondary age range)</li> <li>Degree level (or equivalent) qualification</li> </ul>	<ul style="list-style-type: none"> <li>Further professional qualification e.g. Leadership Pathways or NPQH</li> <li>Experienced Assistant Headship</li> <li>Desire to move on to Assistant Headship / Deputy Headship / Headship</li> </ul>	A A  A  A  A
Experience	<ul style="list-style-type: none"> <li>Successful experience teaching Science in a school with students aged 11-16 and 16-18 Chemistry or Physics.</li> <li>Outstanding teaching ability</li> <li>Contributing to the effective raising of standards</li> <li>Demonstrable evidence of raising the standards of learning and teaching</li> <li>Use of technology to improve systems that raise student achievement</li> <li>Development of innovative learning and teaching</li> </ul>	<ul style="list-style-type: none"> <li>Management experience as relevant to the post.</li> <li>Effective leadership of department developments relating to learning and teaching and/or self-evaluation</li> <li>Effective management of change</li> </ul>	A I R  A I R A  A  A I R  A I R  A I R  A I R  A I R

		<ul style="list-style-type: none"> <li>• Effective line management of other staff</li> <li>• Teaching experience in more than one school</li> <li>• Experience of working in a wider context than an individual school</li> <li>• Leading of INSET</li> <li>• Effective collaboration with external agencies</li> <li>• Experience of working in an urban school environment</li> <li>• Effective contribution to the SEF</li> </ul>	A I R A I R A I R A I R A I R A I R A I R
Professional Development	<ul style="list-style-type: none"> <li>• Evidence of relevant further professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Performance management experience</li> <li>• Recognition that life-long learning is an essential part of personal development</li> <li>• Evidence of leading on the professional development of other staff</li> </ul>	A I R  A I A A
Personal qualities, skills and characteristics	<ul style="list-style-type: none"> <li>• Comfortable with outstanding practice</li> <li>• Build and maintain effective relationships through effective interpersonal skills</li> <li>• Excellent organisational skills</li> <li>• Excellent communication skills</li> <li>• Inspire, challenge, motivate and empower others</li> <li>• Think creatively to anticipate and solve problems</li> <li>• Build on current good practice whilst moving the school forward with vision and vigour</li> <li>• Demonstrate excellent knowledge and understanding of strategies to raise and maintain attainment</li> <li>• Develop effective teamwork and be able to contribute effectively to a range of teams</li> <li>• Think strategically and contribute to creating a</li> </ul>		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 <ul style="list-style-type: none"> <li>• Understanding of safeguarding issues and procedures</li> <li>• Inclusive approach to education</li> <li>• High expectations of self and others</li> <li>• Manage and resolve conflict</li> <li>• Work under pressure, maintaining a sense of perspective and humour</li> <li>• Commitment, honesty and dedication</li> <li>• Ability to manage own time effectively</li> <li>• Reliability and professional integrity</li> <li>• Resilience, determination and tenacity</li> </ul>	<ul style="list-style-type: none"> <li>• Knows what outstanding looks like and the proven ability to develop outstanding practice</li> </ul>	A I  A  A  A R A I  A  A  A  A I R
Knowledge / special aptitudes	<ul style="list-style-type: none"> <li>• Clear understanding of the ethos of a specialist Catholic school</li> <li>• Excellent knowledge and understanding of diversity and equality requirements</li> <li>• A belief in the role of independent learning in education with the ability to articulate and deliver this vision</li> <li>• Excellent strategies for discipline</li> <li>• A dedication to high academic standards</li> <li>• A belief in working in partnership and as part of an established team</li> <li>• Proven ability in the development of effective structures and systems</li> <li>• Ability to think strategically</li> <li>• Very good literacy skills</li> <li>• Some experience of whole school budgeting</li> <li>• Ability to understand and demonstrate commitment to Work within and promote compliance with the School's Equality Duty Information and Objectives</li> </ul>		I R  A I  A I R   A I R  A I  A I  A I   A I R A I  A I

