

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:

Solaction	Eccontial	Desirable These are entry	A - Application
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 	 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 A
Experience	 Successful experience teaching Science in a school with students aged 11-16 and 16-18 Chemistry or Physics. 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 	 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 	AIR AIR A AIR AIR AIR AIR AIR

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

	1		
	coherent school visionUnderstanding of		AI
	safeguarding issues and procedures		
	Inclusive approach to education		A
	High expectations of self and others		А
	Manage and resolve conflict		A R
	Work under pressure,		AI
	maintaining a sense of perspective and humour		
	Commitment, honesty and dedication		А
	Ability to manage own time effectively		А
	Reliability and professional integrity		А
	Resilience, determination and tenacity		А
		Knows what outstanding	AIR
		looks like and the proven ability to develop	
		outstanding practice	
Knowledge /	Clear understanding of the		IR
special	ethos of a specialist Catholic		
aptitudes	schoolExcellent knowledge and		AI
	understanding of diversity		
	and equality requirements		
	• A belief in the role of independent learning in		AIR
	education with the ability to		
	articulate and deliver this		
	visionExcellent strategies for		AIR
	discipline		AIN
	A dedication to high academic standards		AI
	A belief in working in		AI
	partnership and as part of an established team		
	 Proven ability in the 		AI
	development of effective		
	structures and systems		
	Ability to think strategicallyVery good literacy skills		A I R A I
	 Some experience of whole 		
	school budgeting		
	Ability to understand and demonstrate commitment		AI
	to Work within and promote		
	compliance with the		
	School's Equality Duty		
	Information and Objectives		

	 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 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