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**Personnel Specification – 2nd in Area – TLR1b - Science**

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|  | **Criteria** | **Essential/Desirable** |
| **Qualifications** | 1. Good relevant degree or equivalent 2. Recognised teaching qualification 3. Evidence of continued professional development 4. Evidence of Leadership training | Essential  Essential  Essential  Desirable |
| **Experience** | 1. Proven record of good or better teaching 2. Successful leadership and management of a team 3. Successful experience of middle management leadership 4. Initiating and supporting change 5. Involvement in the wider aspects of school life 6. Has made a positive difference in current post and can demonstrate how it was achieved | Essential  Desirable  Desirable  Essential  Essential  Essential |
| **Knowledge/Skills** | 1. An understanding of current educational issues and their implications 2. Good oral and written skills 3. Ability to make high quality reasoned decisions based on available information 4. Clear expectations of student behaviour and discipline 5. Resilience and the ability to deal with a large volume of work and heavy demands upon time 6. High order administrative and organisational skills with good attention to detail 7. Creativity, imagination and flair | Essential  Essential  Essential  Essential  Essential  Essential  Essential |
| **Interpersonal** | 1. Commitment to the promotion of quality and high standards 2. Ability to work co-operatively with a wide range of people and as part of a team 3. Ability to work positively with students and demonstrate commitment to their progress and well-being 4. Ability to work in partnership with Curriculum Leader Science and other middle and senior leaders 5. Commitment to further advancement in the profession and the development of self and others 6. The ability to get things done with imagination, vision and drive 7. The ability to motivate others in the pursuit of continuous improvement in the context of a purposeful climate 8. Command respect through example and to display firmness and sensitivity when dealing with others | Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential  Essential |