

## Person Specification – Head of Science

	Essential	Desired
Qualifications	Degree Qualified Teacher Status	Further leadership qualifications
Professional Experience	Experience of leadership Proven track record of raising achievement at KS4 and KS5 Evidence of impact on whole school improvement Ability to implement Quality Assurance systems by setting and monitoring progress towards challenging targets and evaluating teaching and learning Good organisational skills	Cross curricular delivery of INSET Evidence of working with Governors, parents and other stakeholders
Leading Teaching and Learning	Excellent classroom teacher achieving results above the school average Ability to consult and gain support for new initiatives in order to raise attainment and spread good practice Evidence of helping others to improve	Mentoring/coaching experience including ITT/PGCE etc
Shaping the Future	Clear vision for the development of Science Knowledge of national initiatives Ability to promote the ethos of the school Proven track record of change management	
Managing and leading Teams	Evidence of having developed leadership potential in others Ability to promote positive relationships Ability to set clear and challenging targets for individuals and teams Ability to delegate responsibility with accountability Ability to manage capability situations Confident and effective communicator	Evidence showing impact of leadership on others Experience of managing poor performance

	Experience of performance management of others	
Managing policy and planning	<p>Evidence of impact of leadership on results at KS5 and KS5</p> <p>Experience of reporting progress to Leadership Team</p> <p>Evidence of successful implementation of new initiatives</p>	Experience of reporting to the Governing Body
Personal Qualities	<p>The ability to command respect from others</p> <ul style="list-style-type: none"> <li>• Ability to initiate and manage change</li> <li>• Ability to build and sustain effective working relationships with a range of stakeholders and external partners</li> <li>• Ability to demonstrate enthusiasm and sensitivity while working with others</li> <li>• Ability to make considered decisions</li> <li>• Be creative, flexible and innovative</li> <li>• Promote a well reasoned educational philosophy in relation to the school ethos</li> <li>• Be encouraging and supportive in the development of others</li> <li>• Be emotionally self-aware</li> <li>• Have high personal aspirations and inspire the same in all members of the school community</li> <li>• Demonstrate a high level of integrity, honesty and fairness</li> <li>• Readiness to reflect on, evaluate and improve practice and to hold self and others to account</li> <li>• Humour, warmth and energy</li> </ul>	