**UPTON-BY-CHESTER HIGH SCHOOL**

**PERSON SPECIFICATION – HEAD OF SCIENCE**

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|  | ESSENTIAL | DESIRABLE | EVIDENCE |
| Qualifications and Training | * Degree in Science
* QTS
* Further training in middle management, examination board updates etc.
* Good use of ICT to support learning
* Ability to use data to track student achievement and identify intervention as necessary
 | * Evidence of recent INSET in teaching and learning and Assessment for Learning in relation to subject area
* Extended CPD related to pedagogy/research
* EPQ Experience would be beneficial
 | * Application form
* Certificates to be provided at Interview
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| Experience | * A minimum of four years teaching experience including extensive delivery of Science to GCSE
* Extensive knowledge of the national strategy and current best practice in teaching and learning and in Assessment for Learning
 | * Experience in more than one school
* Competence in using latest technologies
* Working knowledge of SIMS
* A minimum of four years teaching experience including extensive delivery of Science to GCSE and ‘A’ Level
 | * Application form
* Interview
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| Leadership & Management | * Already holding a promoted post within a Science Dept.
* A proven record of success in preparing students for examinations in a high school
 | * Mentoring/coaching of students and NQTs
* Have lead Science in a smaller school or as temporary Head of Science
* Experience of supporting on discipline and establishing effective procedures within team
* Participation in working groups and/or leadership of specific projects
* Experience of leading enrichment activities in own subject area
 | * Application form
* Interview
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| Personal Qualities | * Enthusiasm for subject and dynamic teaching style
* Exceptional communication and interpersonal skills – approachable
* Strong leadership and management skills
* Outstanding discipline
* High expectations and standards with students and within team
* Reflective and positive thinking
* An affinity with young people and a sympathetic, student-centred approach
 | * Ambitious for further career development
* A lifelong learner
* An interest in educational research
* Open to innovation
 | * Interview
* Lesson Observation
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| Other | * A commitment to high standards
* A belief in, and commitment to, the school’s vision ‘learning to shape the future’
 | * Strong commitment to providing extra-curricular activities, weekend events as well as after school sessions
 | * Interview
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