

Person Specification

Post: Second In Science

Attributes	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • Good honours degree 	<ul style="list-style-type: none"> • Relevant CPD 	<ul style="list-style-type: none"> • Application
Teaching and learning experience	<ul style="list-style-type: none"> • Values driven • Strong teaching ability backed up by good and outstanding outcomes • Measurable impact • Tailored teaching that challenges and supports students • High quality curriculum development • Data driven planning to target instruction 	<ul style="list-style-type: none"> • Working in an urban complex setting • Responsibility within a school • Leading a department 	<ul style="list-style-type: none"> • Application • Interview
Knowledge and skills	<ul style="list-style-type: none"> • High expectations which motivate and challenge students and staff • Excellent subject and curriculum knowledge • Intelligently sequenced planning • Razor-sharp focus on data • Effective use of summative and formative assessment • Manage behaviour to ensure a disciplined and joyful culture • Build a cohesive team and create clarity • Develop others 	<ul style="list-style-type: none"> • Understanding of what makes a Dixons school different and successful • Experience of being a coach • Awareness of cognitive science • Strong analytical and strategic thinking skills • Simplify complex issues and develop innovative solutions 	<ul style="list-style-type: none"> • Application • Interview • References
Character	<ul style="list-style-type: none"> • Strong moral purpose and drive for improvement • Mission-aligned • Motivated, enthusiastic, flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to give, receive and act on feedback • Strong attention to detail and clarity • Ability to work under pressure • Commitment to the full life of the academy • Excellent record of attendance 	<ul style="list-style-type: none"> • Willingness to offer extra-curricular provision 	<ul style="list-style-type: none"> • Application • Interview • References