

DIRECTOR OF SCIENCE

	Essential	Desirable
Qualifications	QTS (Secondary age range) Degree level (or equivalent) qualification	Further professional qualification e.g. Leadership Pathways, NPQSL and MA/PHD
Experience	Teaching in comprehensive school(s) across the age and ability range. Motivating students and enabling them to enjoy learning. Involvement in the development of curriculum materials. Involvement in the administration of a department. Experience of leadership and management. Evidence of implementing change with impact on outcomes and engagement.	Experience of an integrated or creative curriculum
Skills	Set standards for staff and students by personal example of hard work and charismatic teaching. Show commitment to meeting the needs of students. Lead staff in an informed and sensitive manner. Initiate curriculum planning. Involve staff in the process of curriculum development and assessment for learning. Set targets for staff, and help them to evaluate their work in a way that develops their confidence. See tasks undertaken through to completion. Ability to use ICT effectively to promote high quality teaching.	Evidence of continued professional development to enhance leadership skills
Knowledge	Current developments in Science teaching. The range of teaching strategies and classroom organisation open to teachers. The range of learning strategies that can be employed by students. The organisation and value of effective assessment.	Evidence of effective intervention to ensure students meet and exceed challenging targets

	An understanding of target setting and its use in raising aspirations.	
Personal Qualities	Enthusiasm, energy and commitment. Awareness of the needs of others. A high level of professionalism in manner and organisation. An ability to draw together different disciplines to work to a common aim. A willingness to contribute to whole school issues. An expectation of high standards from oneself and others. Resilience and intrinsic motivation. A sense of humour.	

In addition to candidates' ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children including:

- Motivation to work with children and young people;
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people;
- Emotional resilience in working with challenging behaviours; and
- Attitudes to use of authority and maintaining discipline.

AP/NM/jh Mar 18