The Dearne ALC – Associate Faculty Leader: Science
Person Specification

Key Element	*Detail of personnel specification*	*Essential*	*Desirable*	*Method*
1. Relevant Experience	You will have a proven track record of: 1. Teaching in education at a senior level and a proven track record of delivering successful outcomes for students.	✓		A/I/R
	2. Experience of successful preparation of students for GCSE Science.	✓		A/I/R
	3. Successful experience of monitoring, evaluating and improving student achievement in Science at Key Stage 3 and Key Stage 4.	✓		A/I/R
	4. Designing and developing resources to support learning.	✓		A/I/R
	5. Successful teaching experience in the secondary phase - Good or Outstanding outcomes under the new OFSTED framework	✓		A/I/R
2. Qualifications	1. A Graduate with Q.T.S. status	✓		A/C
	2. An upper second class degree or better in a Science related subject		✓	A/C
	3. 'A' level in a Science subject	✓		A/C
	4. 'A' level grade in a Science subject at C grade or above		✓	A/C
3. Training	1. Evidence of additional recent and relevant continuing professional development	✓		A/I/R

4. Specialist Knowledge and Skills	You will be able to demonstrate: 1. An up to date knowledge of the latest developments in Science teaching	✓		A/I/R
	2. Excellent subject knowledge in Science	✓		A/I/R
	3. High level communication, organisational and management skills	✓		A/I/R
	4. An understanding of the factors contributing to successful outcomes in education for young people	✓		A/I/R
	5. The ability to secure improvement in provision supported by the ability to analyse and interpret data effectively	✓		A/I/R
	6. An understanding of equal opportunities in secondary education	✓		A/I/R
	7. Skilled in the use of ICT and modern technologies and possessing understanding of its potential contribution to school provision and improvement	✓		A/I/R
5. Personal Attributes	You will be able to demonstrate you are or have: 1. An absolute belief and commitment in the capacity of every single child to be successful, and an understanding that every child really does matter	✓		A/I/R
	2. Strong personal drive – a self-starter and a task completer; a 'can-do ' positive attitude and approach	✓		A/I/R
	3. A team player	✓		A/I/R
	4. Personal impact and presence – a ' hands–on' approach	✓		A/I/R
	5. Emotional intelligence with the ability to recognise and manage stress in self and others	✓		A/I/R
	6. Commitment to learning for self and others and the	✓		A/I/ R

	development of own and others' skills and knowledge			
	7. A liking for and the ability to inspire, enthuse and motivate members of the school and wider local community	✓		A/I/R
	8. Commitment to professional development in self and others – to coach, mentor and support colleagues in managing and evaluating all areas of their professional roles	✓		A/I/R
	9. Commitment to safeguarding young people	✓		A/I/R
	10. Commitment to the principles of comprehensive and inclusive education	✓		A/I/R
	11. Commitment to abide by and uphold the policies on Equal Opportunities; Health and Safety and Child Protection at The Dearne ALC	✓		A/I/R
	12. A willingness and ability to be flexible	✓		A/I/R
	13. Openness, optimistic, energetic, and enthusiastic in demeanour and dealing with others	✓		A/I/R
	14. Honesty, integrity and care in approach and in relationships – a desire to do the right thing because it is ***the right thing to do*** and not simply because it is required of them	✓		A/I/R
	15. To enjoy working within an environment which is very challenging at times	✓		A/I/R

Key: A = Application C=Certificates I = Interview R = References