



Person Specification: Director of Science

Assessed by application (A)

Assessed by the recruitment process (R)

Criteria	Essential	Desirable
Knowledge and Qualifications		
Degree or equivalent	A	
Qualified Teacher Status	A	
Leadership training		A
Professional Experience		
Successful teaching experience up to and including GCSE (and A Level ideally)	A,R	
Evidence of team work and supporting colleagues effectively.	A,R	
Experience of successful organisation and administration.	A,R	
Experience of curriculum management issues.	A,R	
Teaching and Learning		
Knowledge of curriculum developments related to the post.	A,R	
Ability to communicate effectively with different audiences, orally and in writing.	A,R	
Ability to use recent developments to inform own and others practice.	A,R	
Good ICT skills.	A,R	
Good understanding of how children learn and how to raise standards of achievement.	A,R	
Ability to interpret and act on a wide range of key data.	A,R	
Good organisational skills.	A,R	

To be able to dream about the future, while being inspired in the present to reach those dreams: a russora quaga



Criteria	Essential	Desirable
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To support the continuing professional development of colleagues including their own.	A,R	
The ability to successfully build teams and motivate others	A,R	

Leadership

Proven experience as a middle leader e.g. 2 nd in Science, Head of Chemistry	A,R	
High expectations for accountability and consistency.	A,R	
Genuine passion and a belief in the potential of every student	A,R	
Motivation to continually improve standards and achieve excellence	A,R	

Disposition/Attitude

A passion for education and making a difference.	A,R	
Vision and the ability to implement it.	A,R	
Ability to work as a member of a team.	A,R	
Leadership skills	A,R	
The ability to command respect from colleagues, parents, governors and the local community.	A,R	
Excellent attendance and punctuality record.	A,R	
Energy, enthusiasm, commitment, integrity, good sense of humour.	R	
Prepared to listen to others and share ideas.	R	

To be able to dream about the future, while being inspired in the present to reach those dreams' Dr Russell J. Ouzgla



Developing successful relationships with pupils, staff, parents and Governors.	A,R
Work well under pressure.	R
Commitment to Equal Opportunities; the ability to support and develop the Academy's Equal Opportunities policies.	A,R

An Aspirations Academy

Display a commitment and support for the aims of the Aspirations Academies Trust in all its Academies.	R
Exhibit a belief in the values of the Aspirations Academies Trust and in the value of research in school improvement.	R