



Date: January 2018

Person Specification

(These will be assessed through a combination of letter, application form, tasks and interview)

Job Title: Deputy Head of Science

Specification	Essential	Desirable	Assessed
Education/training	<ul style="list-style-type: none">• Good, relevant, Honours degree or equivalent• Qualified Teacher Status• Recent relevant in professional development	<ul style="list-style-type: none">• Post graduate study or qualification• Leadership qualification or study	Application
Experience	<ul style="list-style-type: none">• Experience of leadership within a Science department• Proven track record as an excellent classroom practitioner• Ability to teach Level 3 Science in a specialism• Experience of teaching across Science at Key stages 3 and 4	<ul style="list-style-type: none">• Working cross curricular• Liaison with community partners• Experience of teaching A Level Chemistry	Application and references
Skills/Attributes	<ul style="list-style-type: none">• An excellent practitioner• Ability to lead and inspire• Ability to develop an effective team• Ability to negotiate, delegate, consult, direct• Ability to operate as part of a team• Ability to initiate, develop, implement and monitor policies• Ability to mentor and develop skills in others• Ability to motivate staff and pupils• Ability to learn from experience• Ability to effectively collect, analyse and evaluate data• Ability to use ICT to support the role• Ability to plan, deliver and monitor effective intervention• Ability to operate effectively as a tutor• Intervention	<ul style="list-style-type: none">• Ability to improve learning and teaching across the whole school	Application, interview and references

Specification	Essential	Desirable	Assessed
	<ul style="list-style-type: none"> The ability to converse at ease and provide advice in accurate spoken English. 		
Personal Qualities	<ul style="list-style-type: none"> Commitment to multicultural and comprehensive education Vision, imagination and leadership skills Sensitivity to the needs of others Ability to work under pressure Ability to adapt to changing needs and circumstances Sense of humour Enthusiasm Integrity Excellent written and oral communication skills Excellent interpersonal skills Honesty Resilience Time management Personal organisation Tenacity Ability to be a role model Maintaining perspective 		Application, interview and references
Contraindications	<ul style="list-style-type: none"> Criminal conviction which precludes working with children Ability to work in the UK 		

ALL STAFF ARE EXPECTED TO BE COMMITTED TO THE CITY COUCIL'S EQUAL OPPORTUNITIES AND SAFEGUARDING OF CHILDRENS POLICIES