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|  | **Essential** | **Desirable** |
| **Relevant Experience** |  |  |
| Post with management responsibility within existing or previous school |  | **x** |
| Recent experience of teaching the 11-16 age range | **x** |  |
| Recent experience of teaching the 16 -18 age range |  | **x** |
| Involvement in the professional development of staff |  | **x** |
| An outstanding classroom practitioner | **x** |  |
| Experience of producing examination results to a high standard with positive residuals and strong value added | **x** |  |
| Experience of change management |  | **x** |
| Experience of working in more than one previous school |  | **x** |
| **Education/training** |  |  |
| Degree or equivalent qualification in chemistry/sciences and a teaching qualification | **x** |  |
| Up-to-date in-service training in subject and whole school issues | **x** |  |
| Additional qualifications relevant to the post |  | **x** |
| **Specialist Knowledge and Skills** |  |  |
| Strong working knowledge of the National Curriculum, issues and developments | **x** |  |
| Highly effective interpersonal, communication and presentation skills; the ability to lead and enthuse others; the ability to co-operate and co-ordinate with other departments | **x** |  |
| Excellent administration, organisation and management skills | **x** |  |
| Excellent information and communication technology skills | **x** |  |
| Knowledge of equal opportunity issues for students and staff | **x** |  |
| A flexible and open-minded approach to learning and teaching with an understanding and proven practice of differentiation | **x** |  |
| **Additional Factors** |  |  |
| A commitment to raising achievement across the whole age and ability range | **x** |  |
| Ability to multi task and deal with numerous challenges simultaneously | **x** |  |
| Willingness to be involved in extra-curricular activities | **x** |  |
| Ability to motivate and coach staff to perform to the best of their ability | **x** |  |
| Commitment to developing links with parents, the community and business | **x** |  |
| Driven towards achieving results for all in terms of levels of progress | **x** |  |