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| **DIRECTOR OF SCIENCE****PERSON SPEC****January 2020** |
|  | **ESSENTIAL** | **DESIRABLE** | **HOW IDENTIFIED** |
| **EXPERIENCE** | * Good to Outstanding teacher in a secondary school
* Current leadership and management experience at a faculty level / equivalent
* A recent track record raising standards and performance
* Working with external professional bodies
* Taught at A Level
* Writing and implementation of schemes of work / assessment across all key stages in a particular subject area
 | * Successful experience of working with governors and appreciation of their role
* Experience of Ofsted
* Experience of using data at a key stage to drive up standards
* Financial experience in terms of budget allocation and action planning to show impact
* Influenced / working party on whole school curriculum areas
 | * Application Form
* References
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| **QUALIFICATIONS** | * Qualified Teacher Status
 | * Higher level degree
* Other qualification or study relevant to the secondary phase
 | * Sight of Certificates
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| **TRAINING** | * Evidence of training in leadership and management
* Evidence of professional development/training/implementation in whole school teaching and learning
 | * Passionate (evidence based) about professionally developing other colleagues
 | * Application Form
* References
* Certificates
* Interview
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| **SPECIAL KNOWLEDGE** | * Knowledge of up to date curriculum developments
* Ability to analyse and interpret data and act affectively
* Evidence of school timetabling, including staffing, rooming and setting
* Evidence of using curriculum knowledge and expertise to enhance student standards
 | * Evidence of working in partnerships with other schools
* Familiar with the Ofsted framework and how this could impact on whole school curriculum
 | * Application Form
* Interview
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| **PERSONAL CIRCUMSTANCES** | * Able to attend meetings etc beyond the normal school day
* No contra-indicators in personal or criminal record to indicate unsuitability for the post applied for
* Available for results day in August
 | * A willingness to participate in extra curricular activities eg educational trips/visits
 | * Application Form
* References
* CRB Disclosure Form
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| **DISPOSITION AND ATTITUDE** | * Ability to lead a team and working within the team so all members of that team are fully included
* Ability to respond to change
* Confidence in developing team approaches and new courses
* Enthusiasm and flexibility
* Ability to inspire confidence
* Commitment to academic and personal excellence
* Strong sense of duty and loyalty
* Solution focused and positive
 |  | * Interview
* References
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| **PRACTICAL AND INTELLECTUAL SKILLS** | * Ability to recognise key issues and to act upon them
* Ability to communicate clearly and effectively with colleagues
* Ability in presentational skills
* Commitment to vision for developing close links with the local community
 | * To be rigorous robust and relentless in ensuring the quality assurance is actioned with impact
 | * Interview
* References
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