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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 |
| **QUALIFICATIONS** | * Qualified Teacher Status | * Higher level degree * Other qualification or study relevant to the secondary phase | * Sight of Certificates |
| **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 |
| **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 |
| **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 |
| **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 |