

## Person Specification

### Job Title : Subject Leader for Science

The person appointed must fulfil the following requirements.

	Essential	Desirable
Education and qualifications	<ul style="list-style-type: none"> <li>A good honours degree or equivalent in science or a closely related subject area;</li> <li>Qualified teacher status.</li> </ul>	<ul style="list-style-type: none"> <li>Further professional qualifications; and</li> <li>Leadership/management training and experience</li> </ul>
Training and professional development	<ul style="list-style-type: none"> <li>Committed to ongoing personal and professional development.</li> </ul>	
Experience	<ul style="list-style-type: none"> <li>Recent successful experience of having taught science across the age and ability range;</li> <li>Recent success in raising achievement in underperforming students/groups;</li> <li>Minimum of four years teaching experience in science.</li> </ul>	<ul style="list-style-type: none"> <li>Previous experience in leading within a successful science department.</li> </ul>
Skills and abilities	<ul style="list-style-type: none"> <li>A thorough knowledge of and an enthusiasm for science;</li> <li>Ability to motivate and inspire students across the age and ability range;</li> <li>Commitment to the provision of quality and equality of opportunity in teaching science;</li> <li>Ability to communicate effectively and appropriately with a variety of audiences;</li> <li>Ability to build positive relationships with students, staff, parents/carers and outside agencies;</li> <li>Ability to effectively lead and constructively work within a team;</li> <li>Ability to support colleagues in their professional development, including the induction of new staff and teachers;</li> <li>Ability to use performance data to support, monitor, evaluate and improve pupil performance.</li> </ul>	<ul style="list-style-type: none"> <li>Previous middle management experience in education;</li> <li>Undertaking and involvement in whole school issues;</li> <li>Strategies to enhance learning and teaching through use of technology.</li> </ul>

	Essential	Desirable
Skills and abilities (continued)	<ul style="list-style-type: none"> <li>• Excellent positive behaviour management skills;</li> <li>• Confident use of ICT and new technologies.</li> </ul>	
Knowledge and understanding	<ul style="list-style-type: none"> <li>• Current knowledge of KS3 curriculum;</li> <li>• Current knowledge of KS4 specifications;</li> <li>• Knowledge of strategic planning, implementation, monitoring and evaluation;</li> <li>• Evidence of using self-evaluation and quality assurance processes;</li> <li>• An understanding of and strategic use of Assessment for Learning principles;</li> <li>• Strong understanding of health and safety policy and practice.</li> </ul>	
Personal attributes	<ul style="list-style-type: none"> <li>• Enthusiasm for the subject</li> <li>• Effective skills in leading and managing people;</li> <li>• Organised, positive and able to prioritise work to deadlines;</li> <li>• Excellent attendance and punctuality record;</li> <li>• Ability to motivate and develop staff;</li> <li>• Provide an inspirational role model to all students;</li> <li>• A vision for science at KS3 and KS4;</li> <li>• A desire and appetite to lead.</li> </ul>	