

Director of Science - Person Specification

	JOB REQUIREMENT	Essential	Preferred	* How assessed
Qualifications, knowledge and experience	Honours degree in relevant specialism.	√		A
	Qualified teacher status	√		A
	Teaching leaders - evidence of good or outstanding classroom practice.	√		A & I
	Proven track record in implementing strategies and interventions to raise achievement and standards, narrowing gaps in attainment and progression.	√		A & I
	Leadership/management qualifications		√	A
	Membership of appropriate professional bodies		√	A
	Evidence of competence in ICT skills and the ability to interpret data.	√		A, I & T
	Experience of monitoring and evaluation, target setting, school improvement planning and a thorough understanding of curriculum leadership.	√		A & I
	Teaching leaders - demonstrable knowledge of school improvement and effectiveness strategies including the process of school self-evaluation and strategies for raising standards.	√		A & I
	A good understanding of processes and systems for quality assurance within the area of which they hold direct responsibility	√		A & I
	Experience of delivering CPD, coaching and mentoring colleagues.	√		A & I
Personal and interpersonal	Experience of leading teams effectively. Provides others with a clear direction; sets appropriate standards of behaviour that align to the vision and values; delegates work appropriately and fairly; motivates and empowers others; provides staff with development opportunities and coaching; recruits staff of a high calibre.	√		A & I
	Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities; encourages individual and team responsibility towards the community and the environment.	√		I
	High level of written and oral communication, able to actively listen and engage with others, particularly staff, students, parents and the wider community. Writes clearly, succinctly and correctly; avoids the use of unnecessary jargon; writes in a well-structured and logical way; writes convincingly in an engaging way; structures information to meet the needs and understanding of the intended audience.	√		A, I & T

	Makes a strong positive personal impression on others; gains clear agreement and commitment from others by persuading, convincing and negotiating; promotes ideas on behalf of self or others and ensures others are acknowledged for their ideas and contributions; manages and diffuses conflict effectively.	√		I & T
	Sets clearly defined objectives; plans activities and projects well in advance and takes account of possible changing circumstances; manages time effectively; identifies and organises resources needed to accomplish tasks; monitors performance against deadlines and milestones.	√		I & T
	Adapts well to changing circumstances; accepts new ideas and change initiatives; adapts interpersonal style to suite different people or situations; shows respect and sensitivity towards others; values difference; deals with ambiguity, making positive use of the opportunities it presents.	√		I
	Works strategically to realise organisational goals; sets and develops strategies; takes account of a wide range of issues across, and related to, the organisation; translates national strategies and local needs into tangible strategic and operational plans.	√		I & T
	Works productively in a pressurised environment; keeps emotions under control during difficult situations; balances the demands of a work life and a personal life; maintains a positive outlook at work; handles criticism well and learns from it; is mindful of the levels of resilience within the teams they lead and manage and works to enhance those levels of resilience.	√		I
Child Protection	A commitment to the responsibility of safeguarding and promoting the welfare of young people.	√		I
	Enhanced DBS disclosure (<i>to be completed by preferred candidate following interview</i>).	√		
	Willingness to undertake safeguarding training when required.	√		I

* A = by application, R = by references, I = assessed by Interview, T = task