

## PERSON SPECIFICATION

JOB TITLE	HEAD OF DEPARTMENT
DEPARTMENT/SECTION	SCIENCE

<b>CRITERIA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>QUALIFICATIONS:</b>		
<ul style="list-style-type: none"> <li>At least a 2:1 degree in a relevant subject from a recognised university.</li> <li>Qualified teacher status.</li> </ul>	√ √	
<b>EXPERIENCE:</b>		
<ul style="list-style-type: none"> <li>Experience of working as part of a curriculum team to design and develop resources to support learning.</li> <li>Experience of teaching GCSE and A-level Science (depending on specialism).</li> <li>Working with young people in a mentoring or tutorial capacity.</li> <li>Proven record of developing schemes of work and of raising attainment.</li> </ul>	√  √ √ √	
<b>KNOWLEDGE &amp; SKILLS:</b>		
<ul style="list-style-type: none"> <li>Knowledge of a range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.</li> <li>Excellent up-to-date subject knowledge.</li> <li>Understanding of what constitutes effective teaching for learning.</li> <li>Advanced level of ICT skills.</li> <li>The capacity to form positive relationships with young people from a diverse range of backgrounds.</li> <li>Strong organisation skills.</li> <li>Inspiring colleagues to deliver the best teaching possible.</li> <li>Excellent classroom practitioner (or potential to be).</li> <li>Excellent communication skills, orally and written.</li> </ul>	√	√  √ √  √ √ √ √ √
<b>LEADERSHIP</b>		
<ul style="list-style-type: none"> <li>Ability to lead, motivate, support, challenge and develop all staff to secure continual improvement including his/her own continual professional development. To be an exemplar of all school policies and practices.</li> <li>Evidence of a clear educational vision.</li> <li>Experience/Involvement in implementation of whole school development.</li> <li>Ability to delegate effectively and support others in achieving objectives.</li> <li>Ability to make difficult decisions and communicate them clearly and sensitively.</li> <li>Ability to assimilate and evaluate data.</li> <li>Commitment to working within the wider partnership of schools and business.</li> <li>Ability to conduct challenging conversations that support the school's aims and ethos.</li> <li>Ability to challenge underperformance and put effective systems in place to support improvement.</li> <li>Ability to create a culture of accountability in a supportive, challenging environment</li> </ul>	√	√  √ √  √ √  √ √  √

APTITUDES:		
<ul style="list-style-type: none"> <li>• Commitment to improving teaching and learning and continued professional development.</li> <li>• Flexible approach and readiness to respond to individual pupil needs.</li> <li>• Ability to work well as part of a team, and to build trust and openness.</li> <li>• Discretion, courtesy, honesty and integrity.</li> <li>• Reliable, punctual, diligent and well-organised.</li> <li>• Open-minded and forward-thinking approach to the positive use of technology in education.</li> <li>• Passion, enthusiasm, and ability to motivate and inspire pupils for the subject.</li> <li>• Commitment to safeguarding and the welfare of pupils.</li> <li>• Willingness to be involved in the wider life of the school.</li> </ul>	<p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p> <p>√</p>	