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| **Job Title: Lead Practitioner for Science** | | |
|  | **Essential** | **Desirable** |
| **Qualifications** |  |  |
| Qualified Teacher Status | ./ |  |
| Degree in relevant subject area | **./** |  |
| Graded against Ofsted criteria and awarded a 1 (or 2) in all  classroom observations | ./ |  |
| Experience | | |
| Evidence of successful teaching experience at Key Stage 3 and 4 | ./ |  |
| Experience of effectively using ICT in the classroom to support learning and teaching | ./ |  |
| Evidence of successfully using a range of effective learning and teaching styles | ./ |  |
| Excellent classroom management skills | ./ |  |
| Be an excellent practitioner | ./ |  |
| Evidence of active involvement in school-wide provision or initiatives |  | ./ |
| Evidence of raising student achievement |  | ./ |
| Evidence of successful involvement in behaviour improvement initiatives |  | ./ |
| **Professional knowledge & understanding** | | |
| Knowledge of recent developments on subject | ./ |  |
| Ability to use target setting | ./ |  |
| Have overall understanding of National Curriculum and recent developments affecting science secondary education |  | ./ |
| Active involvement in curriculum development initiatives |  | ./ |
| **Students** | | |
| Ability to develop and sustain successful relationships with students | ./ |  |
| Ability to understand and motivate future scientists | ./ |  |
| Ability to recognise individual learning needs and ensure adequate curriculum provision | ./ |  |
| Commitment to raising the achievement of all students of all ages and abilities | ./ |  |
| Evidence of effectively using assessment data to inform  teaching and learning | ./ |  |
| Evidence of consistent and constructive marking procedures | ./ |  |
| Interpersonal and Communication Skills | | |
| Ability to develop and sustain successful relationships with staff and students  colleagues at all levels | ./ |  |
| Ability to work effectively as part of a team | ./ |  |
| Excellent organisational skills | ./ |  |
| Enthusiasm, energy, resourcefulness and creativity | ./ |  |
| Ability to communicate (verbally & in writing) with all members of the  school community clear |  |  |
| **Continuous Professional Development** | | |
| Evidence of participating in relevant CPD provided by the employer |  | ./ |
| **Safeguarding** | | |
| Harborne Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. The successful candidate will have to meet the person specification and required to apply for a DBS disclosure. We particularly welcome applicants from under- represented groups including ethnicity, gender transgender, age, disability, sexual orientation or religion. | | |