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| **PERSON SPECIFICATION FOR HEAD OF SCIENCE** |
| 1. **Experience**
 | **Essential**  | **Desirable** | **Application** | **Interview and Task** |
| **Good honours degree and QTS.** | **√** |  | **√** |  |
| **Commitment to professional development.** | **√** |  | **√** |  |
| **Outstanding practitioner.** | **√** |  | **√** | **√** |
| 1. **Leadership and management experience**
 |  |  |  |  |
| **Successful experience of leading `new initiative’.**  | **√** |  | **√** |  |
| **Proven ability to set and achieve targets by being consistently focused on achieving high educational standards** | **√** |  | **√** |  |
| **High profile in school and community.** | **√** |  | **√** |  |
| **Proven ability to raise standards.** | **√** |  | **√** | **√** |
| 1. **Leadership and management skills**
 |  |  |  |  |
| **Clear vision and the ability to formulate and deliver a strategy.**  | **√** |  | **√** | **√** |
| **A commitment to manage and develop further high performance teams.**  | **√** |  | **√** |  |
| **Delegation of responsibility with accountability** | **√** |  | **√** |  |
| **Able to articulate the approach to maintaining and developing the school’s existing reputation.** | **√** |  | **√** |  |
| **Consistent approach to the promotion of Teaching Standards.**  | **√** |  | **√** |  |
| **Consistent approach to the promotion of behaviour within an orderly community.** | **√** |  | **√** |  |
| **The ability to use benchmarks and set targets, which reflect the school’s commitment to high achievement.**  | **√** |  | **√** | **√** |
| **The ability to contribute to the formulation, implementation and evaluation of short and long-term objectives for school development and improvement.**  |  | **√** |  | **√** |
| 1. **Personal Qualities**
 |  |  |  |  |
| **High personal and professional standards.** | **√** |  | **√** |  |
| **Interpersonal skills.**  | **√** |  | **√** |  |
| **Effective communicator.** | **√** |  | **√** | **√** |
| **Approachable.**  | **√** |  | **√** | **√** |
| **Resilience to manage one’s own work pressures and the capacity to manage effectively the work of others.**  | **√** |  | **√** |  |
| **The capacity to inspire and motivate others – both adults and students.** | **√** |  | **√** |  |
| **Sensitivity and humour.**  | **√** |  | **√** |  |
| **Enthusiasm, flexibility and maturity of approach.**  | **√** |  | **√** | **√** |