



**Person Specification**  
**Lead practitioner: Science**

	<b>Essential</b>	<b>Desirable</b>
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>❖ University graduate</li> <li>❖ Post graduate teaching qualification</li> <li>❖ Qualified teacher status</li> </ul>	<ul style="list-style-type: none"> <li>❖ Evidence of continuing professional development, e.g., attendance at relevant INSET</li> <li>❖ Evidence of Leadership development training related to career stage</li> </ul>
<b>Teaching Experience</b>	<ul style="list-style-type: none"> <li>❖ At least three years' successful teaching experience</li> <li>❖ Teaching experience in at least two Key Stages</li> <li>❖ Evidence of high achievement in GCSE outcomes over the last three years</li> <li>❖ Evidence of high achievement in A Level outcomes over the last three years</li> <li>❖ Evidence of consistently good teaching and learning</li> <li>❖ Excellent subject knowledge</li> <li>❖ Good knowledge of current curriculum development in your subject area</li> <li>❖ The ability to use ICT effectively to engage students</li> <li>❖ A good understanding of the principles of Assessment for Learning</li> <li>❖ An understanding of how to use assessment to inform planning for good teaching and learning</li> <li>❖ The ability to differentiate materials to meet the needs of learners</li> <li>❖ The ability to use data to inform planning</li> <li>❖ Evidence of pastoral experience, including taking responsibility for a form group</li> <li>❖ An interest in the wider curriculum.</li> <li>❖ A proven track record of strong examination results at KS4 and KS5</li> </ul>	<ul style="list-style-type: none"> <li>❖ Successful teaching experience in an urban school</li> <li>❖ Evidence of outstanding teaching and learning</li>   <li>❖ Evidence of using data to put in place successful intervention strategies to raise achievement</li> <li>❖ The ability to offer extra-curricular activities</li> </ul>
<b>Leadership and Management</b>	<ul style="list-style-type: none"> <li>❖ A good knowledge of curriculum initiatives impacting schools at KS4</li> <li>❖ A good knowledge of strategies to raise attainment at A level</li> <li>❖ The ability to inspire and enthuse colleagues</li> <li>❖ The ability to evaluate standards of teaching and learning within your department</li> <li>❖ Proven record of improving the performance of others</li> </ul>	<ul style="list-style-type: none"> <li>❖ Evidence of using data to challenge underperformance and raise standards</li> <li>❖ Experience of the Performance Management Process</li> </ul>



	Essential	Desirable
<b>Personal Qualities</b>	<ul style="list-style-type: none"><li>❖ A willingness to learn and develop new skills</li><li>❖ The ambition to continue to progress in your career</li><li>❖ A desire to make a difference to the lives of young people</li><li>❖ To work proactively within the Catholic ethos of the college</li><li>❖ An excellent attendance record</li><li>❖ Resilience and a sense of humour</li></ul>	