



St Philomena's

Catholic High School for Girls

LEAD PRACTITIONER OF SCIENCE ST. PHILOMENA'S CATHOLIC HIGH SCHOOL FOR GIRLS

PERSON SPECIFICATION:

The Governors will consider applications on the basis of each candidate's ability to meet the following essential criteria:

Selection Criteria	Essential - These are qualities without which the Applicant could not be appointed	Desirable - These are extra qualities which can be used to choose between applicants who meet all of the essential criteria	A = Application I = Interview R = Reference
Qualifications	<ul style="list-style-type: none"> QTS (Secondary age range) Degree level (or equivalent) qualification 	<ul style="list-style-type: none"> Further professional qualification e.g. Leadership Pathways or NPQH Experienced Assistant Headship Desire to move on to Assistant Headship / Deputy Headship / Headship 	A A A A A
Experience	<ul style="list-style-type: none"> Successful experience teaching Science in a school with students aged 11-16 and 16-18 Chemistry, Biology or Physics. Outstanding teaching ability Contributing to the effective raising of standards Demonstrable evidence of raising the standards of learning and teaching Use of technology to improve systems that raise student achievement Development of innovative learning and teaching 	<ul style="list-style-type: none"> Management experience as relevant to the post. Effective leadership of department developments relating to learning and teaching and/or self-evaluation Effective management of change 	A I R A I R A A A I R A I R A I R A I R A I R

		<ul style="list-style-type: none"> • Effective line management of other staff • Teaching experience in more than one school • Experience of working in a wider context than an individual school • Leading of INSET • Effective collaboration with external agencies • Experience of working in an urban school environment • Effective contribution to the SEF 	A I R A I R A I R A I R A I R A I R A I R
Professional Development	<ul style="list-style-type: none"> • Evidence of relevant further professional development 	<ul style="list-style-type: none"> • Performance management experience • Recognition that life-long learning is an essential part of personal development • Evidence of leading on the professional development of other staff 	A I R A I A A
Personal qualities, skills and characteristics	<ul style="list-style-type: none"> • Comfortable with outstanding practice • Build and maintain effective relationships through effective interpersonal skills • Excellent organisational skills • Excellent communication skills • Inspire, challenge, motivate and empower others • Think creatively to anticipate and solve problems • Build on current good practice whilst moving the school forward with vision and vigour • Demonstrate excellent knowledge and understanding of strategies to raise and maintain attainment • Develop effective teamwork and be able to contribute effectively to a range of teams • Think strategically and contribute to creating a 		A I R A I R A A A I R A I R A I A I A A I R

	coherent school vision <ul style="list-style-type: none"> • Understanding of safeguarding issues and procedures • Inclusive approach to education • High expectations of self and others • Manage and resolve conflict • Work under pressure, maintaining a sense of perspective and humour • Commitment, honesty and dedication • Ability to manage own time effectively • Reliability and professional integrity • Resilience, determination and tenacity 	<ul style="list-style-type: none"> • Knows what outstanding looks like and the proven ability to develop outstanding practice 	A I A A A R A I A A A A A I R
Knowledge / special aptitudes	<ul style="list-style-type: none"> • Clear understanding of the ethos of a specialist Catholic school • Excellent knowledge and understanding of diversity and equality requirements • A belief in the role of independent learning in education with the ability to articulate and deliver this vision • Excellent strategies for discipline • A dedication to high academic standards • A belief in working in partnership and as part of an established team • Proven ability in the development of effective structures and systems • Ability to think strategically • Very good literacy skills • Some experience of whole school budgeting • Ability to understand and demonstrate commitment to Work within and promote compliance with the School's Equality Duty Information and Objectives 		I R A I A I R A I R A I A I A I A I R A I A I

