

**Bacup and Rawtenstall Grammar School**

**Head of Biology**

**Person Specification**

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|  | **Essential** | **Desirable** |
| **Qualifications** | | |
| Be a graduate with QTS (or equivalent) specialising in the teaching of Biology to GCSE and A-level. | \* |  |
| Evidence of relevant involvement in professional development (leadership and/or subject specific) | \* |  |
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| **Experience of teaching and educational leadership**  *Applicants should be able to provide evidence of the following experience:* | | |
| At least five years of successful experience of teaching Biology to GCSE. | \* |  |
| Successful teaching of Biology to A-level | \* |  |
| An outstanding teacher with a history of delivering positive value added results | \* |  |
| Leading and developing successful improvement initiatives at classroom and departmental level | \* |  |
| Leading and managing others, including using appraisal to improve the quality of teaching. |  | \* |
| Quality assurance and self-evaluation leading to strategic planning for improvement | \* |  |
| Working with gifted and talented secondary age young people for improved outcomes | \* |  |
| Effective use of ICT to support and develop effective teaching and learning and in progress tracking | \* |  |
| Strategic use of data to monitor performance, plan for progression and devise intervention strategies. | \* |  |
| Employing a range of resources and teaching and learning strategies encouraging differentiated learning, and a range of approaches to assessment. | \* |  |

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| **Personal skills and attributes**  *Applicants should be able to provide evidence that they have the necessary qualities and attributes required by the post. These qualities may be demonstrated in a letter of application, however it is more likely that they will be more fully assessable during the interview process and from the references. Applicants should be able to:* | | |
| Build and maintain effective relationships. | \* |  |
| Challenge, motivate & inspire students and staff to reach the highest possible standards | \* |  |
| Demonstrate personal enthusiasm and commitment to leadership | \* |  |
| Demonstrate a commitment to raising achievement through enabling all students to achieve their potential. | \* |  |
| Manage conflict | \* |  |
| Prioritise, plan and organise themselves and others. | \* |  |
| Think creatively to anticipate and solve problems. | \* |  |
| Develop effective teamwork. | \* |  |
| Lead and develop enrichment, extra-curricular and extension activities. | \* |  |
| Listen to and reflect on feedback. | \* |  |
| Demonstrate a commitment to the safeguarding of children. | \* |  |
| Demonstrate a strong health record and good attendance | \* |  |