

**Post: Lead in Chemistry**

**Accountable to: Ass./Deputy Director/ Director of Science**

**Start: September 2019**

**Salary: Mainscale/UPS – with a management allowance of £3000 + £1250 one off retention bonus payable at the start of the 3rd year of service**

**Person Specification**

* Qualified Teacher, with appropriate Degree (Chemstry based)
* Preferably 2 years+ of demonstrable classroom practice
* Active in self improvement through recent CPD
* Committed to comprehensive secondary education
* Is innovative and identifies and solves challenges with creativity.
* Has a productive and definable paranoia about the successful work of their teams.
* Has fanatical discipline about seeing things through.
* Is reslient and relentless in ensuring the job is done
* Has the courage and conviction to take risks and make difficult decisions wisely.
* Has a predisposition to immediate action, letting nothing slip.
* Is insistent on consistency of approach, individually and across the team.
* Has drive and steely determination but a deep sense of personal humility.
* Has belief in people.

**Job Specification – lead on curriculum, assessment, data analysis and intervention for identified year groups**

* Takes decisions on the basis of individual student need.
* Looks at data throughly and bases action and intervention accordingly, based on hard, unequivical evidence.
* Ensures standards of student engagement in lessons and homework are good
* Develops the curriculum to be appropriate for all students and celebrates success for students at sensible points throughout the course.
* Is accutely aware of strengths and weaknesses of the department and plans action for all weaknesses, whilst prioritising those that will maximise outcomes.
* Ensures interventions that take place are driven by a diagnosed need and tests for impact afterwards.
* Looks at the outcome of assessments and makes bold decisions on future exam entries and groupings, including appropriate staffing.
* Lets nothing get in the way of moving things forward. Does not wait to be asked by a line manager – just gets on, emailing regular updates and make things happen. Is prepared always.
* Ensures the expectations and priorities of the department are shared expilcitly with the team
* Galvanises the team by leading from the front but awards responsibility in conjunction with accountability.

**Impact**

* The team works creatively together and there is cadence of accountability.
* Subject outcomes for progress and attainment are positive.
* The gap between the progress of pupil premium students in the subject is diminishing over time and in line with, or better than, the national.
* Teaching is at least good
* Engagement and Behaviour of students is good
* The specification choices/curriculum meets the needs of all students and contributes appropriately to the school progress measures.