

Person Specification: Head of Biology

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

	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	Method of Assessment
Qualifications	<ul style="list-style-type: none"> • Good honours degree in biology • QTS or PGCE • A Level (or equivalent) in biology 	<ul style="list-style-type: none"> • Any other scientific or mathematical qualifications 	✓ Production of the applicant's certificates
Experience	<ul style="list-style-type: none"> • Good examination results achieved by pupils taught • Positive working relationships with colleagues • Experience of teaching biology to A Level, including assessed practicals • Experience of teaching biology from KS3-5 to students of all abilities 	<ul style="list-style-type: none"> • Preparing students for Oxbridge • Preparing students for the biology Olympiads • Experience of organising and running field trips • Previous successful experience of Head of Department role 	✓ Contents of the Application Form ✓ Interview. ✓ Professional references
Skills	<ul style="list-style-type: none"> • Ability to teach biology to GCSE and A level, to pupils of all abilities • Ability to use a variety of teaching and learning styles • Effective time management • Good organisational skills • Ability to convey infectious enthusiasm for the subject • Ability to manage practical classes effectively and safely • Experience in the use of ICT to support the teaching of science 	<ul style="list-style-type: none"> • Interest in new developments in science 	✓ Contents of the Application Form ✓ Interview ✓ Professional references
Knowledge	<ul style="list-style-type: none"> • Mastery of content of a GCSE (or IGCSE) and an A level syllabus in biology • Thorough knowledge of the subject and an interest in current developments 	<ul style="list-style-type: none"> • It would be an advantage to have an area of special interest 	✓ Contents of the Application Form ✓ Interview ✓ Professional references

Personal competencies and qualities	<ul style="list-style-type: none"> • <i>Motivation to work with children and young people</i> • <i>Ability to form and maintain appropriate relationships and personal boundaries with children and young people</i> • <i>Emotional resilience in working with challenging behaviours</i> • <i>Positive attitude to use of authority and maintaining discipline</i> • <i>Ability to work as part of a team</i> • <i>Dependability and good time-keeping</i> • <i>Flexibility</i> • <i>Ability to take responsibility and show initiative</i> • <i>Willingness to lead or assist with extra-curricular activities</i> 		<ul style="list-style-type: none"> ✓ <i>Contents of the Application Form</i> ✓ <i>Interview</i> ✓ <i>Professional references</i>
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