Person specification

Subject leader of Science

|  |  |  |  |
| --- | --- | --- | --- |
|  | Essential | Desirable | Application, interview or task |
| Qualifications | * Qualified Teacher Status * First degree or 2:1 in Science * Commitment to own continuing professional development | * Master’s Degree | A  A  A,I |
| Vision and values | * Belief that ability or intellect is not fixed, but incremental, and can always be improved |  | A, I |
| Experience, skills and knowledge | * Evidence of effective teaching over time * Evidence of the ability, ambition and experience to develop and maintain a clear and vibrant vision for the Science curriculum * Evidence of significantly improving teaching, learning and examination results at Key Stage 3 and 4 * Evidence of raising standards and progress from Key Stage 2 - 4 * Evidence and knowledge of strategies to provide challenge for all students, including the most able * Experience of successfully contributing to aspects of whole school life | * Experience of teaching in a multicultural, multiracial school * Experience of writing action plans and reports * Experience of exam marking | A,I  A,I  A,I  A, I  A,I, T  A |
| Personal qualities | * Drive, ambition and shared common moral purpose * Total commitment to the vision and values of the school * Self-starter and self-motivated to proactively lead and implement areas of the school development plan * Excellent people management skills and ability to motivate, support and challenge staff as appropriate * Excellent oral and written communication skills * Ability to organize workload, priorities, meet deadlines and follow tasks to successful conclusion * Ability to set and meet ambitious,challenging goals and targets * Ability to delegate tasks effectively and monitor their implementation appropriately * Ability to manage students firmly, fairly and effectively * Commitment to safeguarding and promoting the welfare of children and young People * Willingness to undergo appropriate checks, including enhanced DBS checks * Motivation to work with children and young people * Ability to form and maintain appropriate relationships and personal boundaries with children and young people * Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline | * Ability to anticipate problems and solve them creatively * Ability to review progress, procedures and policies to develop areas of which there is individual or shared responsibility | A  A  A,I  A,I  A,I,T  A,I,T  A  A,I,T  A  A,I  A  A  A,I, |
| Other | * Professional personal presentation * Optimism and ambition |  |  |