LONGBENTON
HIGH SCHOOL

Person Specification: Assistant Curriculum Leader of Science		
	Essential **A = application I = interview**	**Desirable** **A = application I = interview**
Leadership	➔ Potential to lead or experience leading within the mainstream secondary sector (A, I) ➔ Ability to motivate learners and staff; to lead, coordinate, delegate and empower (I) ➔ Ability to use hard and soft data effectively to identify issues and demonstrate impact (A, I) ➔ Ability to manage change, work under pressure, see things through to completion (I) ➔ Ability to communicate with students, parents and carers about student progress and build positive relationships (I, A)	➔ Middle leadership experience or TLR post-holder responsible for area of whole school development ➔ Evidence of multi-agency work and collaboration (A) or wider experience eg exam marking
Teaching & Learning	➔ Excellent classroom practitioner (I) ➔ Understanding of high quality teaching and learning and the ability to model this for others and support others to improve (A, I) ➔ Up to date awareness of evidence-based best practice and trends in teaching pedagogy; ability to lead on research informed practice (A, I)	➔ Experience of raising standards directly through staff CPD delivery (A, I) ➔ Instructional coaching experience (A, I)
Skills and knowledge	➔ Effective communication and interpersonal skills; ability to engage a wide variety of audiences and build effective working relationships (I) ➔ Visible and 'hands-on'; walking the talk of leadership (I) ➔ The ability to plan meticulously, think strategically and creatively and implement changes that lead to improvements in outcomes (A, I) ➔ The ability to be self-reflective (A, I) ➔ Ability to use ICT effectively (A, I)	➔ Evidence of active engagement in wider staff development (A, I)
Personal qualities	➔ Integrity, tact, discretion, warmth and a belief in service to others (I) ➔ Not motivated by ego, status or title (I) ➔ Decisive, determined and self-confident without being arrogant (I) ➔ Commitment to comprehensive and inclusive	

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	education (A, I) ➔ Passion for teaching and learning and interest in the 'science' of leadership / what makes strong leadership (A, I) ➔ Positive, enthusiastic and optimistic (I) ➔ A sense of humour; resilience (I) ➔ A team player (I) ➔ Ability to work under pressure and prioritise effectively whilst still maintaining an appropriate work/life balance; prioritising health and wellbeing in order to lead well (I) ➔ Commitment to maintaining confidentiality at all times (I) ➔ Commitment to the safeguarding, equality and welfare of all students (I)	
Qualifications and general experience	➔ UK Qualified Teacher Status (A) ➔ Good honours degree (A) ➔ A relevant postgraduate qualification (A) ➔ Evidence of and a commitment to substantial and sustained professional development (A) ➔ Evidence of being an excellent teacher of the subject (A) ➔ Knowledge and understanding of a wide range of strategies and initiatives to raise standards and achievement, at all key stages (A, I) ➔ Enhanced DBS check clearance ➔ Right to work in the UK	➔ Teaching experience in another school (A)