**Caldew School AHoD Science Person Specification**

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|  | **Essential** | **Desirable** | **How identified** |
| **QUALIFICATIONS** | Good honours degree in Chemistry or Physics  A relevant teaching qualification (PGCE, Cert Ed, BED).  Qualified Teacher status | Further relevant qualifications  Evidence of attendance and learning from short training courses and opportunities | * Application * References |
| **EXPERIENCE AND SKILLS SPECIFIC TO TEACHING** | Successful teaching experience across Key Stages 3,4 & 5, A level and GCSE  A thorough knowledge and enthusiasm for the subject  A good or outstanding classroom practitioner with evidence of developing and using a wide range of varied teaching and learning styles  Commitment to the provision of quality and equality of opportunity in the teaching of the subject.  Evidence of involvement in pastoral and guidance aspects of school life. | Teaching experience in more than one mixed comprehensive school.  Experience of BTEC or other level 1 and 2 and 3 courses  Use of interactive ICT systems for teaching and learning | * Application * References * Teaching exercise * Interview |
| **MANAGERIAL AND LEADERSHIP CAPABILITIES** | Evidence of good organisational skills  High order analytical skills  Ability to work well in a team and contribute to whole school improvement.  Commitment to continuous review and teacher development  A forward looking approach to leading the department | Previous experience of leading the implementation of strategies to improve teaching and learning  Evidence of successful completion of delegated management tasks.  Evidence of leadership potential  Problem solving capacity  An understanding of changing school environments and national issues.  Ability to contribute towards the professional development of others through effective appraisal, as well as being able to contribute towards whole school CPD | * Application * References * Interview |
| **CURRICULUM KNOWLEDGE AND UNDERSTANDING** | Detailed knowledge of subject national curriculum  Awareness of current issues in subject  Involvement in developing curriculum and teaching and learning in the subject  Awareness of whole curriculum issues  Commitment to continuous review and development of the curriculum  Use of ICT to deliver subject | Specific knowledge and understanding in relation to raising attainment and achievement of all students through differentiated approaches  Use of interactive ICT systems for teaching and learning | * Application * References * Teaching exercise * Interview |
| **CONTINUING PROFESSIONAL DEVELOPMENT** | Commitment to personal CPD  Ability to recognise own strengths and areas for development and resulting training needs |  | * Application * Interview |
| **PERSONAL AND INTERPERSONAL SKILLS AND QUALITIES** | Empathy with and genuine liking of young people  High order communication skills – written and oral in a variety of contexts  Ability to work well in a team  Enthusiasm and commitment  Professional ambition, drive and determination  Evidence of good organisational skills  Ability to relate well to colleagues, parents and pupils  Sense of humour  Good health and stamina | Desire to be involved in extra-curricular activities/provision | * Reference * Teaching exercise * Interview |