**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 qualificationsEvidence of attendance and learning from short training courses and opportunities | * Application
* References
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| **EXPERIENCE AND SKILLS SPECIFIC TO TEACHING** | Successful teaching experience across Key Stages 3,4 & 5, A level and GCSEA thorough knowledge and enthusiasm for the subjectA good or outstanding classroom practitioner with evidence of developing and using a wide range of varied teaching and learning stylesCommitment 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 coursesUse of interactive ICT systems for teaching and learning | * Application
* References
* Teaching exercise
* Interview
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| **MANAGERIAL AND LEADERSHIP CAPABILITIES** | Evidence of good organisational skillsHigh order analytical skillsAbility 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 learningEvidence of successful completion of delegated management tasks.Evidence of leadership potentialProblem solving capacityAn 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
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| **CURRICULUM KNOWLEDGE AND UNDERSTANDING** | Detailed knowledge of subject national curriculumAwareness of current issues in subjectInvolvement in developing curriculum and teaching and learning in the subjectAwareness of whole curriculum issuesCommitment to continuous review and development of the curriculumUse of ICT to deliver subject | Specific knowledge and understanding in relation to raising attainment and achievement of all students through differentiated approachesUse of interactive ICT systems for teaching and learning | * Application
* References
* Teaching exercise
* Interview
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| **CONTINUING PROFESSIONAL DEVELOPMENT** | Commitment to personal CPDAbility to recognise own strengths and areas for development and resulting training needs |  | * Application
* Interview
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| **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 contextsAbility to work well in a teamEnthusiasm and commitmentProfessional ambition, drive and determinationEvidence of good organisational skillsAbility to relate well to colleagues, parents and pupilsSense of humourGood health and stamina | Desire to be involved in extra-curricular activities/provision | * Reference
* Teaching exercise
* Interview
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