



**EMPLOYEE SPECIFICATION**

**POST TITLE**: Deputy Director of Science Teacher TLR 2B

Temporary Permanent  Part Time Full Time  Casual

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|  | **Essential** | **Desirable** | **How Measured During Recruitment**  **and Selection Progress** |
| **Experience** | * Experience of teaching Science to KS3. * Experience of teaching Science to GCSE. * Experience of using a range of strategies to evaluate the effectiveness of own teaching and identifying improvement targets. * Experience of monitoring student progress. * Experience of co-ordinating effective intervention programmes for students at risk of underachievement, including FSM, SEN and the More Able. * Experience of supporting students to make progress between KS2 and 4 towards their targets. * Experience of supporting more able students to achieve a 9 at GCSE | * Experience of teaching Physics to A level. * Experience of supporting more-able students to achieve A-A\* grades in A-Level Science. * Experience of leadership as Assistant/Deputy Head of Department. * Experience of leading staff teams. * Experience of using a range of strategies to evaluate the effectiveness of teaching and learning and identifying improvement targets. * Experience of curriculum development to ensure an appropriate curriculum experience and success for all learners. * Experience of development planning to embed change and raise standards. * Experience of using ICT creatively to engage students with learning. | * Application * Interview * References |
| **Education/Training Qualifications** | * Science degree. * Qualified Teacher Status. | * Higher degree related to education/Physics. * Evidence of further relevant study. | * Application |
| **Knowledge** | * Knowledge of the KS3 Science curriculum. * Knowledge of the GCSE Science curriculum. * Knowledge of the GCSE Separate Sciences. * Knowledge of the A-level Curriculum. * Knowledge of a comprehensive range of strategies to engage ALL students with learning, including disaffected students, FSM , SEN and the More Able. * Knowledge of a range of strategies to engage parents/carers , including hard to reach families, with their childrens’ education. | * Knowledge of the A-Level Environmental Science curriculum and exam spec. * Knowledge of a comprehensive range of strategies to engage learners * Knowledge of the triple science GCSE specification | * Application * Interview * References |
| **Skills** | * A proven track record of good teaching. * Excellent communication skills. * Ability to motivate students and staff and raise achievement. * Ability to use a variety of teaching styles and techniques. * Excellent classroom management skills. * Ability to relate effectively to parents/carers. * Ability to relate effectively to students of all abilities, including those with SEN and SEBDs. * Ability to take on extra-curricular activities to support student progress within Science. | * A proven track record of outstanding teaching. * Ability to take on extra-curricular activities to support student students’ SMSC development. * Excellent administrative and organisational skills. | * Application * Interview * References |
| **Personal Qualities** | * Suitable to work with children. * To have a passion for learning. * To have a passion for Science. * To enjoy working with young people including those with SEN. * To be innovative. * To be charismatic and able to inspire students and staff. * To have high expectations of self and others. * To be resilient, work effectively under pressure and meet deadlines. * To be confident. * To have empathy, humility and a good sense of humour. |  | * Application * Interview * References * CRB check |
| **Working Arrangements and Personal Availability** | * Capable of working unsupervised. * Flexible in order to cope with the demands of the post. |  | * Application * Interview * References |
| **Physical** | * A good health record. |  | * Application * Interview * References |