



**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
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| **Education/Training Qualifications** | * Science degree.
* Qualified Teacher Status.
 | * Higher degree related to education/Physics.
* Evidence of further relevant study.
 | * Application
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| **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
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| **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
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| **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
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| **Working Arrangements and Personal Availability** | * Capable of working unsupervised.
* Flexible in order to cope with the demands of the post.
 |  | * Application
* Interview
* References
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| **Physical** | * A good health record.
 |  | * Application
* Interview
* References
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