

PERSON SPECIFICATION

Head of Department - Science

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Qualified Teacher Status (QTS)	X		Application
A relevant degree in a science subject (e.g., Physics, Chemistry, Biology).	X		
Evidence of continued professional development	X		
Personal Attributes	Essential	Desirable	How Identified
Are highly ambitious for self and organisational growth	X		Application Interview Task
Are brave in leadership decision making, being innovative and forging new paths	X		
Are curious to identify solutions based on rigorous evidence and research	X		
Are determined to overcome obstacles and resilient in the face of challenge	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good, moral, truthful and treat others with respect	X		
Are open minded to bringing about extraordinary change which may challenge the norm	X		
Knowledge & Experience	Essential	Desirable	How Identified
Proven track record of successful teaching across all key stages (KS3, KS4, KS5).	X		Application Interview Task
Experience in delivering excellent results at GCSE and A-level, complete with strategies for raising achievement	X		

Experience with different teaching methods and curriculum planning for science.	X		
Experience in a leadership or management role within a school setting, such as a subject lead or second in department.	X		
Up-to-date knowledge of the national curriculum for science and recent developments in teaching and learning strategies.	X		
Experience of designing, implementing and evaluating successful interventions, following the effective use of data to track and monitor the progress of individual students and groups of students (including vulnerable groups)	X		
Experience and strategies for developing effective teachers	X		
Experience in promoting and embedding STEM education.	X		
Familiarity with technology in education, including the use of digital tools for learning, assessment, and administration.	X		
Skills	Essential	Desirable	How Identified
Ability to lead, inspire, and manage a team of science teachers.	X		Application Interview Task
Ability to manage department resources, including budgets and staffing.	X		
Ability to create a positive and inclusive learning environment that challenges and supports students of varying abilities.	X		
Excellent organisational and time management skills to balance teaching, administration, and leadership duties.	X		
Ability to use data to monitor student performance, set targets, and drive improvement.	X		
Ability to contribute to whole-school initiatives, representing the science department effectively.	X		

Equal Opportunities	Essential	Desirable	How Identified
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context	X		
Safeguarding	Essential	Desirable	How Identified
Committed to the protection and safeguarding of children and young people	X		Application Interview Task
Demonstrates up to date knowledge of relevant legislation and guidance in relation to working with young people	X		