

**Head of Faculty (Science)**

**Person Specification**

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| **The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.** |
|  | **EssentialThese are qualities without evidence of which the applicant could not be appointed** | **DesirableThese are extra qualities which can be used to choose between applicants who meet all of the essential criteria** |
| **Qualifications** | * Good honours degree in relevant subject areas
* Teaching qualification
 | * Relevant evidence of continued professional development
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| **Experience** | * Experience in teaching relevant subject to A’ level
* Experience of teaching a range of abilities
* Experience of leadership and management in schools
* Evidence of successful school improvement
* Relevant professional development for Leadership
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| **Skills and****Attributes** | * To be an outstanding teacher
* Demonstrate positive, optimistic and creative behaviours regardless of the challenges presented
* Make decisions on the basis of sound judgement
* Be able to successfully implement a plan and take all stakeholders with them
* Have strategies to monitor and evaluate developments
* Be able to analyse, interpret and use school data to improve standards and achievement
* Effectively monitor pupil progress, use results to inform planning and ensure high expectations and outcomes for students
 | * Use of ICT applications including subject specific equipment
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| **Knowledge****and understanding** | * Clear vision for the future of the subject area
* Understanding of safeguarding measures
* Relevant subject knowledge
* Have a current and detailed understanding of the curriculum, data and accountability measures
* Good understanding of the needs of key groups of learners and how to support students through departmental strategies
* Knowledge and understanding of leadership techniques and how to manage whole departmental change successfully
 | * Provision of appropriate CPD opportunities for other staff
* Effective understanding of how to use structures and systems to evaluate rigorously all aspects of a department and produce strategic plans to secure improvement
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| **Personal competencies and qualities** | * Supportive of the school’s vision and aims
* Emotional resilience in working with students, staff and stakeholders
* Be able to inspire, lead and empower staff and students
* Humour and sensitivity
* Be innovative and creative in finding effective solutions
* Able to work under pressure, demonstrate resilience and be able to recognise and manage stress in themselves and others
* Have flexibility, sensitivity and tact
* Be organised, efficient and hard working
* Model high standards of professional practice
* Be willing to support whole school activities and events
 | * Willingness to contribute to school life beyond normal teaching duties
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