

**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.** | | |
|  | **Essential These are qualities without evidence of which the applicant could not be appointed** | **Desirable These 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 |
| **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 |  |
| **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 |
| **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 |
| **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 |