



PERSON SPECIFICATION: Head of Department (Science) – TLR 1(c)
Start Date: 1 September 2021

	ESSENTIAL	DESIRABLE
Initial Qualifications	<ul style="list-style-type: none"> * Graduate in subject to be taught * Qualified Teacher status. * Successful completion of induction 	
Further Qualifications/ Professional Development	<ul style="list-style-type: none"> * Recent, relevant in-service training in current educational practice. 	<ul style="list-style-type: none"> * Post graduate study
Experience	<ul style="list-style-type: none"> * Successful and varied teaching experience of teaching Science across key stages 3 – 5 * Knowledge of the Science curriculum across key stages 3 - 5 * Evidence of good teaching skills, leading to consistently high standards of achievement for all pupils ** An understanding of how to use AfL to inform planning for good teaching and learning ** Ability to use ICT to effectively engage pupils in their learning ** Experience of Department Development Planning 	<ul style="list-style-type: none"> * Experience in more than one school. * Experience and understanding of inner city/multi-cultural communities * Post 16 teaching. ** Experience of managing a budget. ** Leadership in aspects of school life involving a high level of contact with parents and the wider community. ** Experience of observing lessons and providing appropriate feedback
Skills/Aptitudes	<ul style="list-style-type: none"> ** The ability to prioritise, plan, monitor, evaluate, review and lead by example. ** Ability to manage the implementation of change sensitively. ** Ability to lead and manage people and work as part of an effective team. ** Ability to work under pressure and meet deadlines ** The ability to inspire and enthuse colleagues High level of *written and ** oral communication skills. ** Good reasoning powers and good judgement in a variety of situations. 	
Other	<ul style="list-style-type: none"> ** A commitment to involve parents and the community in the work of the school. 	

	**Promotion of positive behaviour strategies and constructive handling of problems. **An awareness, understanding and commitment to equal opportunities.	
Physical Requirements	"...maintain high standards in their own attendance and punctuality" (Teachers standards) Professional appearance	
Contra-indications	*No Criminal convictions involving offences against children and other related matters	

Those elements marked *will be assessed in your application.

Those elements marked **will be assessed in your application and during the selection process e.g. interview, presentation.

NB references will be used to support the selection panel's final assessment.

Hamstead Hall Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. An enhanced DBS check is required for all successful candidates.

March 2021