

Head of Science Person Specification



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Attributes	Essential	Desirable	How Identified
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher • Qualified to degree level or above • Willingness to undertake additional qualifications • Willingness to undertake specific training 	<ul style="list-style-type: none"> • Certificated additional qualifications e.g. Masters 	Letter Application
Job Related Experience and Skills	<ul style="list-style-type: none"> • A commitment to high quality work, including good ICT skills • Experience of working with young people • Successful teaching experience in the secondary phases • Experience and good working knowledge of the National Curriculum, including up to date knowledge of examinations specifications for Biology, Chemistry and Physics (separate sciences) • Excellent classroom practitioner with a proven track record of results 	<ul style="list-style-type: none"> • Knowledge of what constitutes effective monitoring of student progress • Able to generate new ideas and initiatives • Sound knowledge of current educational issues • Experience of leading departmental planning • Experience of leading/managing a Key Stage • Experience of leading a team 	Letter Application Interview
Professional Development	<ul style="list-style-type: none"> • Evidence of commitment to own professional development • Recent relevant service training in current education practice • Thorough knowledge of the secondary curriculum • Thorough knowledge of current assessment practices in education • Willingness to undertake further training and development 	<ul style="list-style-type: none"> • Certified leadership qualification e.g. NPQML or equivalent • Experience of leading a whole school initiative • Experience of staff training 	Letter Application Interview
Knowledge and Understanding	<ul style="list-style-type: none"> • The ability to improve the quality of teaching and learning within the subject 	<ul style="list-style-type: none"> • Able to make links between schools, especially similar schools 	Letter Application

	<ul style="list-style-type: none"> • The ability to track and monitor student progress and set challenging targets • The ability to lead curriculum development • An understanding of the Statutory National Curriculum requirements at the appropriate key Stage • An understanding of the statutory requirements of legislation concerning Equal Opportunities, Health and Safety, SEN and Child Protection • The positive links necessary within school and with all its stakeholders 	<ul style="list-style-type: none"> • Understanding of how to interpret and make use of the variety of data schools generate • Experience of coaching/developing staff 	Interview
Personal Skills	<ul style="list-style-type: none"> • Dynamic and approachable • Able to interact with and motivate students whilst demonstrating a commitment to progress and achievement • Organise and prioritise work load and meet deadlines • Communicate effectively orally and in writing to a range of audiences • Excellent communication skills • Ability to work effectively within a team and collaboratively with parents/carers • Have high standards of punctuality, attendance and personal presentation • Confidence with ICT • Promote the school's aims positively, and use effective strategies to monitor motivation and morale • Establish and develop close relationships with parents, governors and the community • Create a happy, challenging and effective learning environment 	<ul style="list-style-type: none"> • Able to make objective decisions • Decisive and determined 	Letter Application Interview
Safeguarding	<ul style="list-style-type: none"> • Able to demonstrate an understanding of safeguarding • DBS 	<ul style="list-style-type: none"> • Have an understanding of and be able to demonstrate a commitment to Equal Opportunities and Diversity 	Letter Interview Application