**PERSON SPECIFICATION –** Head of Science at Nexus

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|  | Essential | **Desirable** | **How identified** |
| **1. Qualifications** | * Qualified Teacher Status.
* Good Honours degree in a relevant discipline.
 | * Evidence of continuing personal and professional development.
 | Application Form |
| **2. Background and Experience**  | * Ability to lead, inspire, motivate, and manage people.
* Excellent subject knowledge.
* Successful teaching experience in a secondary school and be an acknowledged outstanding classroom practitioner.
* A track record of leading and developing staff.
* Experience of helping develop a science department.
* A record of raising and maintaining high educational standards.
* Successful experience of curriculum development and delivery.
* Can clearly demonstrate in letter of application being highly successful and effective in current or most recent post.
* Demonstrate in career to date a commitment and passion for ensuring the achievement of all students regardless of background and/or ability.
* High level ICT skills enabling you to audit, monitor and evaluate relevant data and information on students.
 | * Experience of leading improvement initiatives in department.
* Experience of helping to formulate department policies.
* Proven track record of teaching specialism at A level or equivalent
* Experience of training and developing staff, including underperformance.
* Experience of ensuring the implementation of Health and Safety policies within science.
 | Application FormSelection Procedure |
| **3. Professional knowledge and understanding** | * The characteristics of high-quality teaching and the main strategies for improving and sustaining high standards of teaching, learning and achievement for all groups of students in science.
* Excellent knowledge of classroom skills and Teacher Standards.
* Thorough knowledge of KS3 and KS4 National Curriculum for science, along with GCSE specification requirements.
* Can clearly demonstrate being informed on current educational thinking and strategies in science teaching.
* Understanding of data and its necessity in the work of a classroom practitioner.
* Evidence of effective tracking and monitoring, and of intervention strategies that positively impact on student achievement.
* The ability to demonstrate a current and up-to-date awareness of wider educational issues and initiatives.
 | * Knowledge of OFSTED requirements and self-evaluation.
* Experience in SIMS, ALPS and 4Matrix.
 | Selection ProcedureSelection Procedure |
| **4. Skills** | * Can clearly demonstrate, with examples, the ability to initiate, lead and manage change to a successful conclusion.
* Articulate a departmental vision and secure commitment from others.
* Communicate effectively through various media formats, with the Principal, other staff, students, parents and other stakeholders.
* Excellent communication skills. Confident public speaker.
* Devolve responsibilities and delegate tasks as appropriate.
* Think creatively and imaginatively to anticipate and solve problems and identify opportunities.
* Inspire and motivate others.
* Consistently meet deadlines.
* Set standards and be a role model for students and other staff.
* Chair meetings effectively.
* Ability to take on numerous roles within a team to enable it to function efficiently.
 | * Deliver (or contribute towards) whole school training.
 | Selection Procedures |
| 5. Personal Qualities  | * Relentless passion for science teaching and learning
* Prioritises both personal development, and that of the team.
* Be self-confident to take difficult decisions, displaying inner strength and resilience.
* Display an awareness, understanding and commitment to the protection and safeguarding of children and young people.
* Very strong interpersonal skills.
* Lead and inspire a team.
* Open to advice and constructive criticism.
* Supportive of colleagues.
* Enthusiastic and optimistic, with drive and determination.
* High integrity - honest, trustworthy, discreet, and reliable.
* Ability to switch off and relax
* A good sense of humour essential!
 | * Ambitious and have a clear personal career path and development strategy.
 | Selection Procedures |
| **6. Attitude**: | * Equal opportunities & comprehensive education.
* A positive view of behaviour management.
* Promoting a positive image of the department and school.
* A work/life balance.
* Committed to the protection and safeguarding of children and young people
 |  | Selection Procedures |

**All candidates for this post must be in a position to secure a reference from their current Headteacher or Senior Line Manager (if working for Advisory Service or LA) which endorses their outstanding achievements, skills and attributes and recommends them for this position unreservedly.**