

**Walsall Academy**  
**PERSON SPECIFICATION: HEAD OF SCIENCE**

Attributes	Essential	Desirable	Evidenced Through
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• QTS status</li> <li>• Degree in a Science Discipline</li> </ul>	<ul style="list-style-type: none"> <li>• Further relevant qualifications in Science</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of paper qualifications</li> </ul>
<b>PERSONAL QUALITIES, SKILLS AND ATTRIBUTES</b>	<ul style="list-style-type: none"> <li>• Lead by example showing clearly an understanding of the values of the Nolan Principles, ie selflessness, integrity, objectivity, accountability, openness, honesty and leadership</li> <li>• Ability to build and lead a team</li> <li>• Have a clear vision for the Science Department and be able to share the vision effectively</li> <li>• Determination to encourage the highest quality of learning experience for all students</li> <li>• A commitment to equal opportunities</li> <li>• Ability to establish good and productive working relationships</li> <li>• Ability to communicate effectively with staff, students and parents</li> <li>• Ability to meet deadlines</li> <li>• Able to empathise with young people and yet be firm, fair and consistent when dealing with them</li> <li>• Excellent attendance and punctuality</li> <li>• Enthusiasm, personal dynamism, resilience and stamina</li> <li>• Sense of humour and perspective</li> <li>• Ambition</li> <li>• Personal presence</li> </ul>	<ul style="list-style-type: none"> <li>• Ability and willingness to offer and lead on extra-curricular activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Teaching a short lesson</li> <li>• Interview questions will cover (and ask for examples of) classroom management philosophy and practice, working in a team, how candidate evaluates their lessons</li> <li>• Ability to communicate effectively in the letter of application and at interview will be used as evidence on communication</li> <li>• Evidence from references will reflect school's request for comments on personal skills and attributes (referees will be sent the job description and person specification)</li> </ul>

**KNOWLEDGE AND  
UNDERSTANDING**

- Secure knowledge and understanding of the concepts and skills required for the teaching of Science and leading the development of curriculum
- Knowledge and experience of teaching Biology, Chemistry or Physics to GCSE
- Outstanding classroom practitioner with evidence of setting appropriate expectations to advance learning and engage and motivate students.
- Ability to encourage and maintain an excellent standard of discipline in the classroom through well focused teaching, positive relationships and good classroom management
- Ability to use a range of teaching and learning strategies for whole classes, individuals and groups which stimulate, challenge, engage and motivate students
- Ability to set clear and appropriate targets and make use of assessment information to promote each student's attainment and progress
- Ability to reflect on own practice
- Ability to differentiate tasks
- Ability to analyse performance data and set realistic yet challenging departmental targets

- Ability to use research evidence to inform and improve teaching
- Experience of managing colleagues
- Knowledge and experience of teaching Biology, Chemistry or Physics to A level
- Able to make good use of ICT as a learning resource
- Knowledge of how to give positive and targeted support to students with special educational needs

- Application letter
- Teaching a short lesson
- Interview and communication