



THE BOLSOVER SCHOOL

Appointment of Head of Science

Person Specification

	Measurements
<p><u>Qualifications</u></p> <ul style="list-style-type: none"> • DCSF recognised qualified teacher status. • Level 2 qualification in English, Mathematics and ICT • Evidence of recent relevant continuing Professional Development. • A relevant post graduate qualification is desirable. 	<p>Application form and sight of certification</p> <p>Application form and sight of certification</p> <p>Application form, probing at interview.</p> <p>Application form and sight of certification</p>
<p><u>Experience</u></p> <ul style="list-style-type: none"> • Some recent experience at leadership level is desired but not essential. • A proven track record of successful teaching. • Successful experience of raising achievement. 	<p>Application form and reference letters</p> <p>Application letter, interview.</p> <p>Reference</p>
<p><u>Knowledge and Understanding</u></p> <p>Knowledge and understanding of current issues and best practice including:</p> <ul style="list-style-type: none"> • The process of strategic planning and school self-evaluation. • Ways to communicate and translate a shared vision into practice. • Leading the management of change. • Application of new technologies to teaching, learning and management. • Comparative data and performance indicators to establish benchmarks and set targets for improvements. • Principles of effective teaching and assessment for learning. 	<p>Application letter, probing at interview.</p> <p>Application letter, probing at interview.</p> <p>Probing at interview.</p> <p>Probing at interview.</p> <p>Probing at interview.</p> <p>Probing at interview.</p>

	Measurements
<p><u>Personal and Professional Qualities</u></p> <ul style="list-style-type: none"> • Strong personal motivation and drive. • The ability to inspire, motivate staff, students and the wider community and engage their active commitment to the school vision. • Commitment to ensuring inclusion, addressing diversity and access. • Commitment to own personal and professional development and that of all staff within the department. • High order analytical and problem solving skills and the ability to make informed judgements. • Excellent communication skills in a variety of media to a range of audiences including students, parents/carers, colleagues and the wider school community. • The ability to engage parents in supporting children's learning. • Strategic skills in effective finance and resource management relating to the departmental budget. • Ability to demonstrate and implement a range of management and leadership styles. • The ability to understand and appreciate the departments current strengths and the ways in which these might be further developed. • The ability to form and maintain appropriate relationships and personal boundaries with young people. 	<p>Interview and reference.</p> <p>From reference and probing at interview.</p> <p>Application letter and interview.</p> <p>Application form and probing at interview.</p> <p>Specific selection activity and application.</p> <p>Specific selection activity and application.</p> <p>Interview and reference.</p> <p>Interview & Reference.</p> <p>Probing at interview.</p> <p>Probing at interview.</p> <p>Interview and reference.</p>