



EMPLOYEE SPECIFICATION

POST TITLE: Head of Science MPS/UPS TLR2A

POST NUMBER:

Temporary

Permanent

Part Time

Full Time

Casual

	Essential	Desirable	How Measured During Recruitment and Selection Progress
Experience	<ul style="list-style-type: none"> • Experience of teaching Science at KS3 • Experience of teaching Science at GCSE • Experience of using a range of strategies to engage students in learning • Experience of monitoring and analysing student progress • Experience of Curriculum Planning at KS3/KS4 • Experience of co-ordinating effective intervention programmes for students at risk of underachievement 	<ul style="list-style-type: none"> • Experience of working in a similar provision • Experience of providing leadership & curriculum development for Science • Experience of leading on assessment/monitoring across the department and/or wider school • Line management and/or supporting colleagues 	<ul style="list-style-type: none"> • Application • Interview • References
Education/Training Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status. 	<ul style="list-style-type: none"> • Science related degree • Team Teach • First Aid • Leadership qualification (e.g. NPQ) 	<ul style="list-style-type: none"> • Application

	Essential	Desirable	How Measured During Recruitment and Selection Progress
Knowledge	<ul style="list-style-type: none"> • Knowledge of the KS3 Science curriculum • Knowledge of the GCSE and Functional Skills Science curriculum. • Knowledge of a comprehensive range of strategies to engage students • Working knowledge of the Ofsted framework • Knowledge of SEN/D • Knowledge of assessment software packages/tools to monitor and analyse student performance 	<ul style="list-style-type: none"> • Knowledge of numeracy intervention programs 	<ul style="list-style-type: none"> • Application • Interview • References
Skills	<ul style="list-style-type: none"> • A proven track record of good teaching • Excellent communication skills. • Ability to motivate students to achieve • Ability to use a variety of teaching styles and techniques • Good classroom management skills • Ability to relate effectively to parents/carers • Ability to relate effectively to students of all abilities, including those with social and emotional difficulties • Ability to make strategic and operational decisions 	<ul style="list-style-type: none"> • Excellent administrative and organisational skills • Ability to effectively teach another subject 	<ul style="list-style-type: none"> • Application • Interview • References
Personal Qualities	<ul style="list-style-type: none"> • To have high professional expectations, both of yourself and the school community • Highly motivated and enthusiastic 		<ul style="list-style-type: none"> • Application • Interview • References • DBS check

	Essential	Desirable	How Measured During Recruitment and Selection Progress
	<ul style="list-style-type: none"> • To be resilient, work effectively under pressure and meet deadlines • To be confident and innovative • To have empathy, humility and a good sense of humour 		
Working Arrangements and Personal Availability	<ul style="list-style-type: none"> • Capable of working unsupervised • Flexible in order to cope with the demands of the post 		<ul style="list-style-type: none"> • Application • Interview • References