



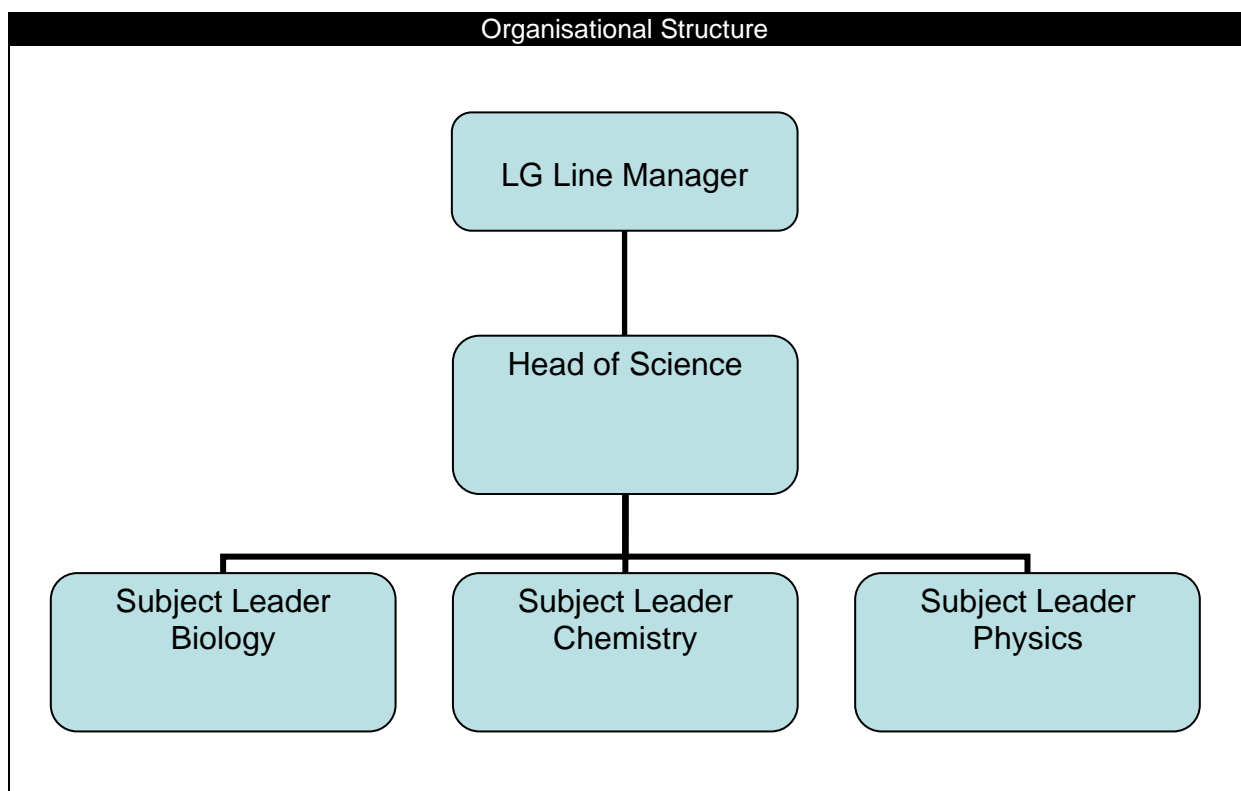
Head of Science Job Description

Job Title	Head of Science
Location	Wycombe High School
Reporting To	Leadership Group member with responsibility for Science
Additional Allowance	Competitive TLR

Job Purpose

The Head of Science will lead the Subject Leaders for Biology, Chemistry and Physics in the development and delivery of an outstanding Science curriculum across Years 7 to 13. They will have a clear vision for Science education both within and beyond the classroom, and the ability to promote professional leadership and management of all Science colleagues to ensure high standards of learning and teaching.

Organisational Structure





Head of Science Job Description

We are looking for...		
Head of Science competencies	Essential Experience/Qualifications	Main duties and responsibilities
<p>Analysis & Decision making</p> <ul style="list-style-type: none"> Gathers information efficiently to ensure a full and thorough understanding of area(s) of responsibility. Interprets data to support future planning. Can deep dive where needed. 	<ul style="list-style-type: none"> Involvement in curriculum planning, curriculum sequencing, options and timetabling. Strong understanding of the KS3/4 and 5 curriculum and ability to see the similarities and differences across Science. Understanding of the Science national curriculum at KS2 curriculum to inform KS3 curriculum decisions. 	<ul style="list-style-type: none"> Knowledge of current curriculum and learning and teaching developments across the Science disciplines and an enthusiasm to be involved in leading further development and establishing best practice in this area. Reviews departmental data to monitor trends and patterns, identify gaps in learning and inform faculty planning. To ensure the faculty is well prepared for external audits.
<p>Innovation & change</p> <ul style="list-style-type: none"> Explores and creates alternative approaches and is open to new ways of doing things. Can flex to new circumstances. Motivates others through change and creativity. 	<ul style="list-style-type: none"> Experience of leading a team of colleagues. Involvement in extra-curricular opportunities. 	<ul style="list-style-type: none"> Work closely with Science Subject Leaders to identify barriers to effectiveness and develop strategies for improvement that are realistic, timely and suited to the school's values. Utilise line management structures to work effectively with a range of stakeholders including Subject Leaders, Senior Leaders and Trustees. Liaise with colleagues to maximise opportunities for cross-curricular teaching and promoting STEM.
<p>Strategic thinking</p> <ul style="list-style-type: none"> Sees how different factors inter-relate. Puts own work in the broader faculty context. Shapes a vision. 	<ul style="list-style-type: none"> Involvement in improvement planning at department, faculty or whole school level. 	<ul style="list-style-type: none"> To manage staff wellbeing with due attention to workload. To support the performance of teaching and support staff through the provision of high quality CPD and performance review.
<p>Influential communication</p> <ul style="list-style-type: none"> Uses a range of nuanced influencing skills. Can disagree or challenge agreeably. Has presence and can galvanise people. 	<ul style="list-style-type: none"> Evidence of a successful teaching career and excellent classroom practitioner Ability to teach specialist subject to A Level. Experience of leading a team of colleagues. 	<ul style="list-style-type: none"> Be an outstanding and passionate teacher of Science, motivated to bring forth the best learner characteristics in students, inspiring them to aim and achieve beyond their expectations. Demonstrate and articulate consistently high expectations of pedagogy and classroom practice to provide challenge and improvement. To promote research into best practice pedagogy and curriculum design within Science.
<p>Collaborating</p> <ul style="list-style-type: none"> Shows empathy. Builds connections internally and externally. 	<ul style="list-style-type: none"> Experience of developing a cohesive, ambitious team and leading them successfully. Experience of line management, target setting and appraisals. 	<ul style="list-style-type: none"> Work effectively with the Subject Leads Biology, Chemistry, Physics and the team of Science Technicians to further the development of Science at Wycombe High School.

Head of Science Job Description

	<ul style="list-style-type: none"> Evidence of motivating, developing, supporting and challenging staff. Experience of dealing with challenging situations. 	<ul style="list-style-type: none"> Seek to develop the school's provision by actively seeking external expertise and opportunities to learn from, and contribute to, the learning of others.
<p>Developing others</p> <ul style="list-style-type: none"> Has varied ways to support people's development. Gives prompt and constructive feedback. Has good coaching skills. Can motivate people to change or improve, 		<ul style="list-style-type: none"> Ensure that staff understand their professional responsibilities and are held to account through effective line management. Act as line manager for nominated staff. Ensure staff have access to appropriate, high standard professional development opportunities. Use a range of tools and evidence to support, monitor, evaluate and improve aspects of the faculty, including challenging poor performance.
<p>Organisation</p> <ul style="list-style-type: none"> Can structure and organise own and others work. Sets clear expectations. Monitors and follows up. 	<ul style="list-style-type: none"> Experience of managing a budget/resources at department, faculty or whole school level. Involvement in improvement planning at department, faculty or whole school level. 	<ul style="list-style-type: none"> Support, facilitate and monitor the progress of Team Development Plans across all Science disciplines to ensure they make a significant contribution to the School Development Plan. Effectively manage all resources within the faculty ensuring compliance with health and safety procedures.
<p>Drive</p> <ul style="list-style-type: none"> Shows strong personal accountability to deliver. Perseveres through difficulties. Can work without supervision. 		<ul style="list-style-type: none"> Be responsible for your own professional development in discussion with your line manager Promote a passion for girls education. Committed to the ethos and values of Wycombe High School.
<p>Self-management</p> <ul style="list-style-type: none"> Sets an example of on-going self-development. Knows own limits and when to stop or seek help. Proactively looks after own wellbeing. 	<ul style="list-style-type: none"> Honours degree in relevant subject QTS / PGCE or other appropriate teacher training Professional development in preparation for role e.g. NPQ or similar Demonstrable experience of improving student outcomes. 	<ul style="list-style-type: none"> Maintain high standards of ethics, behaviour and professional conduct. Build positive and respectful relationships across the school community. Support the wider life of the school.