



Person Specification

Personal Specification:

The successful candidate will need to be able to articulate a clear vision for the teaching of Science, as well as the ability to contribute to whole school activities. The Governors will consider applications on the basis of each candidate's ability to meet the following essential criteria:

Selection Criteria	Essential	Desirable	A = Application I = Interview R = Reference
Faith Background			
Practising Catholic with a reference from your Parish Priest. <i>(It is not a pre-requisite that applicants are Catholics)</i>		✓	A R
Qualifications			
Qualified Teacher Status	✓		A
Recognised Degree or Equivalent	✓		A
Evidence of appropriate continued personal and professional development	✓		A
Experience			
<i>The successful candidate will have:</i>			
Proven success/ability in teaching across the secondary phase	✓		A
Previous leadership responsibility within Science.	✓		A
A track record in school improvement and the raising of standards to the highest level	✓		A I R
Successful preparation of candidates for public examination	✓		A R
Involvement in the development of the Science curriculum	✓		A I R
Leadership and Management skills			
<i>The successful candidate will have proven ability employing a range of leadership styles in:</i>			
Science curriculum review, evaluation management and development	✓		A I
Establishing and developing successful policies and procedures in Science	✓		A I
Prioritising, planning organising and evaluating the work of the Science Department	✓		A I

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Communication skills			
<i>The successful candidate will be able to:</i>			
Communicate effectively, orally and in writing to a range of audiences (pupils, parents, colleagues and governors)	✓		A I R
Negotiate and consult effectively		✓	A R
Self-Management			
<i>The successful candidate will be able to:</i>			
Work under pressure: meet deadlines	✓		A I R
Prioritise and manage their own time effectively	✓		A I
Achieve challenging professional goals	✓		A I R
Knowledge and skills			
<i>The successful candidate will be able to:</i>			
Demonstrate emotional intelligence and social awareness	✓		I R
Understand the use and application of ICT in a range of contexts		✓	A I
Demonstrate the purposes of the Science curriculum & relationship to the whole school curriculum	✓		A I R
Demonstrate an understanding of the process of departmental review and self-evaluation	✓		A I R
Have the ability to evaluate the standards of teaching and learning & dissemination of good practice	✓		A I
Show experience of deploying effectively and efficiently financial and other resources		✓	A I
Demonstrate an awareness of development planning and target setting	✓		A I
Personal Attributes and Professional Qualities			
<i>The successful candidate must have and be able to demonstrate:</i>			
Personal impact and presence	✓		A I
Adaptability to changing circumstances and new ideas and an ability to challenge the status quo	✓		A I
High levels of motivation and a commitment to high standards	✓		A I R
Analytical, creative and flexible thinking	✓		A I
Reliability and integrity	✓		A I
Self confidence		✓	I
The ability to promote team values and encourage others to do the same	✓		A R

<i>Selection Criteria</i>	Essential	Desirable	A = Application I = Interview R = Reference
Capacity to manage and enthuse professional staff in a way that promotes an atmosphere of co-operation and mutual support		✓	A R
Commitment			
<i>The successful candidate will have a commitment:</i>			
To equal opportunities	✓		A I
To participating fully in the life of the school	✓		A I
And demonstrate a willingness to play a role in sustaining and developing the Catholic ethos of the school. This would be evident in the positive contribution made to whole school worship and the prayer life of the school	✓		A I