

**PERSON SPECIFICATION – LEAD TEACHER SCIENCE**

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|  | **CRITERIA** | Essential/Desirable | Where assessed |
|  | **Qualifications and Education** |  |  |
| 1 | Educated to degree level | E | A/C |
| 2 | Qualified Teacher Status (QTS) | E | A/C |
|  | **Experience and Knowledge** |  |  |
| 3 | Successful experience of teaching Science across Key Stage 3 and 4 | E | A, I, R |
| 4 | Successful experience of teaching Science at Key Stage 5 | D | A, I, R |
| 5 | Experience and knowledge of the relevant National Curriculum | E | A, I, R |
| 6 | Ability to manage a team of colleagues including professional development linked to appraisal/performance management | D | A, I, R |
| 7 | Successful experience as a teacher able to provide evidence of successful outcomes in terms of student progress and attainment | E | A, I, R |
| 8 | Experience of developing departmental wide strategies to raise attainment and improve progress | D | A, I, R |
| 9 | Ability to use assessment data effectively to set targets and raise achievement | E | A, I, R |
| 10 | Ability to motivate and engage students | E | A, I, R |
|  | **Skills** |  |  |
| 11 | Excellent communication skills and the ability to develop strong professional relationships | E | A, I, R |
| 12 | Ability to organise work, prioritise tasks, make decision and manage time effectively including the ability to work across more than one site | E | A, I, R |
| 13 | Able to delegate effectively and manage the performance of others | E | A, I, R |
|  | **Personal Attributes**  |  |  |
| 14 | A commitment to safeguarding and promoting the welfare of children and young people | E | A, I, R |
| 15 | Flexible and able to use own initiative | E | A, I, R |
| 16 | Personal integrity and a commitment to fairness and equality | E | A, I, R |

**Key: Where Assessed**

A – Application Form

C – Certificates

I – Interview

R - References

Please set out how you meet the essential and if appropriate desirable criteria in your application form. The person specification will be used to shortlist candidates for interview.