

Person specification – Subject Lead for Biology

Area	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • Degree in Science or Science based subject. • QTS 	<ul style="list-style-type: none"> • BSc(Hons) in a Biology related field • Evidence of Leadership Development • Further qualification or training relevant to the post
Experience	<ul style="list-style-type: none"> • A proven track record as a good classroom practitioner, teaching across the 11-16 age and ability range • Experience of and ability to initiate and manage change successfully • Proven track record of excellent outcomes for students 	<ul style="list-style-type: none"> • Experience of teaching at KS5 • Experience of managing and leading diverse staff teams • Experience of both mentoring and coaching • Experience of Facilitation
Knowledge	<ul style="list-style-type: none"> • Grounding in teaching and learning strategies • Commitment to the role of assessment to monitor progress • Knowledge and understanding of literacy and numeracy development in Science • Understanding of current curriculum development issues in Science and new technologies 	<ul style="list-style-type: none"> • Knowledge of international developments in Science • Knowledge of KS2 Science • Knowledge of KS4 Science curriculum pathways
Skills	<ul style="list-style-type: none"> • Ability to communicate clearly and effectively • Ability to work under pressure • Ability to develop relationships with students which support learning • ICT skills to enhance teaching and learning in Science • Good team working skills: the ability to both lead teams and be a constructive member of teams 	<ul style="list-style-type: none"> • Possess outstanding written and verbal communication skills • Excellent Organisational and ICT skills • Ability to effectively interrogate data to support relentless pursuit of high standards
Attitudes and Values	<ul style="list-style-type: none"> • Enthusiastic about teaching young people of all abilities • Commitment to improving teaching and learning • An understanding of the diverse range of needs of all students 	<ul style="list-style-type: none"> • Recognise the importance of teaching for the individual
Personal Qualities	<ul style="list-style-type: none"> • Dynamic and energetic • Desire for constant improvement • An evaluative and reflective approach to own practice • Committed to high quality teaching • Good attendance record • Resilience and good humour 	<ul style="list-style-type: none"> • Ambition for further development to Senior Leadership
Professionalism	<ul style="list-style-type: none"> • Team player • Ability to meet deadlines • Stamina and determination 	