

### Person Specification: Subject Leader for Science (Second in Department)

| Skills and Knowledge                                                                                                                                              | Essential | Desirable |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|-----------|
| Ability to plan and deliver a broad, comprehensive and enriching science curriculum.                                                                              | ✓         |           |
| Capable of instilling in pupils an appreciation of the power and importance of science and its place in the wider curriculum and in society.                      | ✓         |           |
| Understanding the principles of assessment and the ways in which it can be used to increase pupils' motivation and progress.                                      | ✓         |           |
| Ability to raise attainment, achievement and aspirations and to promote success.                                                                                  | ✓         |           |
| Understanding of current issues in education.                                                                                                                     | ✓         |           |
| Ability to manage pupil behaviour firmly, effectively, positively, commanding respect from pupils, staff, parents and the community.                              | ✓         |           |
| Ability to use ICT, educational technology and specialist equipment effectively in the teaching of science and to share this good practice within the department. | ✓         |           |
| Demonstrates understanding of the components of high-quality teaching and learning and can utilise a range of appropriate teaching strategies.                    | ✓         |           |
| Demonstrates ability to make a meaningful contribution to the school's enrichment programme.                                                                      | ✓         |           |
| Demonstrates experience of and a successful track record in teaching science.                                                                                     | ✓         |           |
| Demonstrates ability to self-evaluate and adopt strategies to enhance teaching performance.                                                                       | ✓         |           |
| <b>Developing Self and Working with Others</b>                                                                                                                    |           |           |
| Demonstrates ability to set appropriate and challenging targets for self and others.                                                                              | ✓         |           |
| Can build effective relationships.                                                                                                                                | ✓         |           |
| Demonstrates ability to make and take decisions.                                                                                                                  | ✓         |           |
| Can collaborate effectively with others.                                                                                                                          | ✓         |           |
| Understands when to consult or seek advice and is responsive to feedback.                                                                                         | ✓         |           |
| Able to contribute to collaborative planning and share high quality practice with the team.                                                                       | ✓         |           |
| Experience of managing or directing other members of staff                                                                                                        |           | ✓         |
| <b>Securing Accountability</b>                                                                                                                                    |           |           |
| Can use data effectively to evaluate the strengths and weaknesses of the curriculum and inform actions.                                                           | ✓         |           |
| Can use data effectively to analyse one's own and pupils' performance and inform appropriate actions.                                                             | ✓         |           |
| <b>Personal Qualities and Attributes</b>                                                                                                                          |           |           |
| Exhibits excellent interpersonal skills with the ability to enthuse and motivate others.                                                                          | ✓         |           |
| Hardworking, loyal and flexible in approach to work.                                                                                                              | ✓         |           |
| Demonstrates ability to prioritise and work under pressure.                                                                                                       | ✓         |           |
| Is resilient, energetic, open and approachable                                                                                                                    | ✓         |           |
| Is dynamic, innovative, positive, creative and constructive.                                                                                                      | ✓         |           |
| Has a sense of humour.                                                                                                                                            | ✓         |           |
| <b>Qualifications and Experience</b>                                                                                                                              |           |           |
| Graduate, educated to degree level.                                                                                                                               | ✓         |           |
| Qualified Teacher Status.                                                                                                                                         | ✓         |           |