

**Person Specification**

Team Leader of Science

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| **Reporting to**: Nominated member of the executive team  |

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|  | **Essential** | **Desirable** |
| **Qualifications** | * Qualified Teacher Status (QTS)
* A good and relevant honours degree
* Leadership or management qualification
 | * Commitment to ongoing personal professional development at leadership level
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| **Knowledge and Experience** | * Substantial, recent and successful experience of teaching across the secondary age range.
* Ability to monitor, evaluate and develop teaching and learning within the subject area.
* Effective, sensitive and clear communication skills to a range of audiences.
* The ability to successfully present, inform, interact, consult and negotiate.
* The ability to lead, develop, share and realise strategic plans for the subject area.
* High expectations of students and colleagues.
* Experience of, and commitment to, the education of the whole person promoting personal development as well as social and emotional well-being alongside academic development.
* Successful recent leadership experience gained as a middle Leader.
* Proven track record in leading, monitoring and managing staff including building a successful team, delegating effectively and implementing and managing change.
* An up-to-date knowledge of school development planning and evaluation.
* A detailed understanding of current educational issues, including national policies, priorities and legislation.
* A clear understanding and personal commitment to the development of the Christian ethos of the Academy.
* A detailed knowledge of quality assurance systems (including performance management).
* A commitment to developing choice and flexibility to meet the learning needs of every student.
* Successful experience of using target setting, data analysis and curriculum innovation to improve performance.
 | * Proven successful experience of school self-evaluation and accountability and the school improvement process
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| **Ability / Skills** | * Work to tight deadlines
* To be innovative and progressive
* To work constructively with teams
* A positive approach to problem solving
* Ability to communicate effectively and to a wide range of audiences
* Ability to analyse, synthesis and utilise all types of performance data
* Strong IT skills
* To be a strong leader with evidence of highly developed skills in performance management, recognising high performance and tackling underperformance through to resolution
 | * Adaptable
* To be visible and role model being high profile with a professional approach
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| **Equality and Diversity** | * Awareness of and commitment to equal opportunities
* Ability to promote and support the Academy’s Equality and Diversity Policy
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| **Personal Qualities** | * A passion for the success of students and a belief in their huge individual potential
* A determination to fulfil and exceed your own potential
* A willingness to face new challenges
* A real ability to innovate and strive for continuous improvement
* A hunger for both autonomy and accountability
* An Ability to motivate and inspire others: both colleagues and students
* Excellent inter-personal and communication skills
* Commitment to the safeguarding and promoting the welfare of children and young people
* Commitment to the Christian character of The Samworth Church Academy
* Commitment to ongoing research into teaching and learning and school improvement
* Commitment to teamwork and positivity
* Honesty and Integrity
* High personal credibility
* Passion to serve the school community
* Commitment to flexibility and resilience
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