

**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 |
| **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 |
| **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 |
| **Equality and Diversity** | * Awareness of and commitment to equal opportunities * Ability to promote and support the Academy’s Equality and Diversity Policy |  |
| **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 |  |