



King's Academy Binfield

Person Specification

Director of Science

Specific Teaching Key Skills & Abilities	<ul style="list-style-type: none">• Demonstrate consistent and effective planning of lessons and sequences of lessons to meet students' learning needs across the Science curriculum.• Demonstrate consistent and effective use of information about prior attainment to establish ambitious expectations and secure excellent progress for all students.• Ability to identify clear teaching objectives, content, lesson structures and sequences appropriate to Science education and the needs of students.• Ability to set high expectations for students' learning, achievement and motivation, establishing clear targets that build on prior attainment.• Ability to identify students with special educational needs and disabilities (SEND), and provide or coordinate appropriate support to ensure they can access and succeed in Science.• Demonstrate consistent and effective use of a range of strategies for teaching and classroom management, ensuring lessons are engaging, challenging and maximise learning time.• Ensure high expectations for students' behaviour, establishing and maintaining a positive and productive learning environment.• Ability to use teaching approaches that develop students' scientific knowledge, practical skills, problem-solving abilities and understanding of scientific enquiry.• Ability to assess students' progress accurately and use assessment information to inform future planning, intervention and curriculum development.• Demonstrate consistent and effective monitoring of progress, providing clear, constructive feedback that supports student improvement.• Demonstrate that, as a result of your teaching and leadership, students achieve strong outcomes relative to their starting points and make progress in line with or above national expectations.• Demonstrate knowledge of how to prepare and present informative reports to parents and carers.• Ability to promote Science beyond the classroom through enrichment opportunities, STEM initiatives, educational visits, competitions, partnerships and careers-related learning.• Ability to recognise that learning takes place beyond the academy and provide opportunities for students to understand the practical application and relevance of Science in higher education, employment and everyday life.• Demonstrate an understanding of the need to liaise effectively with agencies and stakeholders responsible for students' welfare and development.• Demonstrate an active contribution to the policies, values and aspirations of the Academy.
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	<p>Demonstrate effective leadership by:</p> <ul style="list-style-type: none"> ● Inspiring trust and confidence. ● Building team commitment and collaboration. ● Coaching and developing colleagues. ● Engaging and motivating students. ● Using analytical thinking to improve outcomes. ● Taking positive action to improve the quality of teaching, learning and curriculum provision. <p>Ability to lead the strategic development of the Science department, including curriculum planning, assessment, intervention, quality assurance, practical provision and staff development.</p>
Other required Key Skills & Abilities	<ul style="list-style-type: none"> ● Excellent interpersonal, communication, organisational and presentation skills. ● Strong analytical and data interpretation skills, with the ability to use performance data to drive improvement. ● Ability to organise and prioritise work effectively, plan strategically and meet deadlines with minimal supervision. ● Ability to provide effective team leadership in a structured, positive and proactive manner. ● The capacity to learn new skills, take initiative and generate innovative ideas to improve teaching and learning. ● Good ICT skills, including the effective use of educational technology to enhance teaching and learning in Science. ● Ability to initiate, manage and evaluate change effectively. ● Experience of teaching Science to GCSE level is essential. ● Experience of teaching Science at A Level would be desirable. ● Experience of curriculum leadership, improving outcomes and increasing student engagement in Science would be advantageous.
Education & Qualifications	<ul style="list-style-type: none"> ● Degree in Science or a related discipline (Biology, Chemistry, Physics or a relevant scientific subject). ● Qualified Teacher Status (QTS). ● Evidence of continued professional development relevant to curriculum leadership and teaching and learning.
Knowledge	<ul style="list-style-type: none"> ● Demonstrate a thorough and up-to-date knowledge of Science and current developments in Science education. ● Have detailed knowledge of the National Curriculum, GCSE and, where appropriate, A Level specifications in Science. ● Demonstrate knowledge and understanding of wider curriculum developments and evidence-informed approaches to Science teaching and learning. ● Demonstrate an understanding of effective assessment practices and strategies for improving student outcomes. ● Be able to address subject-related questions confidently and understand common misconceptions in Science. ● Demonstrate a secure understanding of health and safety requirements relating to the teaching of Science and the management of practical work.
Experience	<ul style="list-style-type: none"> ● Study of a Science-related subject as part of a Higher Education course. ● Successful experience of teaching Science in a secondary school. ● Evidence of securing strong student outcomes and promoting high levels of engagement in Science. ● Experience of leading, mentoring or supporting colleagues would be desirable.

	<ul style="list-style-type: none"> ● Experience of leading practical science provision, including oversight of laboratory resources, health and safety procedures, risk assessments and technician support, would be desirable. ● Experience of leading or contributing to curriculum development and quality assurance activities would be advantageous.
Personal Attributes	<ul style="list-style-type: none"> ● Reliability, honesty and a commitment to maintaining confidentiality. ● The ability to establish positive working relationships with students, staff, parents, governors and external partners. ● An understanding of and commitment to meeting the needs of students from a wide range of backgrounds and abilities. ● The ability to handle sensitive matters with discretion and professionalism. ● Ability to take personal responsibility for achieving targets and delivering departmental priorities. ● Self-motivated, resilient and able to inspire and motivate others. ● Energy, enthusiasm and a passion for Science education and promoting scientific literacy. ● Professional and confident manner. ● Commitment to personal professional development and using learning to improve teaching, leadership and student outcomes. ● A commitment to continuous improvement, collaboration and the highest professional standards. ● Ability to work calmly, effectively and positively under pressure.

Safeguarding

2 satisfactory written references including from current/most recent employer

A satisfactory enhanced DBS check

Social media checks will be carried out