



## Person Specification - Head of Science Department

Specification	Essential	Desirable
Safeguarding	<ul style="list-style-type: none"> <li>Commitment to the safeguarding and well-being of all students and the ability to follow all school policy and procedures</li> </ul>	
Qualifications	<ul style="list-style-type: none"> <li>Degree or equivalent in a Science subject</li> <li>Qualified Teacher Status</li> <li>Teaching degree or equivalent (BA, Bed, PGCE etc)</li> </ul>	<ul style="list-style-type: none"> <li>Middle leadership qualification, e.g. NPQML, Lead Practitioner etc.</li> </ul>
Knowledge, and Experience	<ul style="list-style-type: none"> <li>Up to date and working knowledge of subject teaching and of appropriate resources which deliver excellent teaching and learning opportunities.</li> <li>Good knowledge and understanding of learning and teaching at KS3, KS4 and KS5.</li> <li>Excellent subject knowledge</li> <li>Excellent behaviour management skills</li> <li>Experience of teaching post 16</li> <li>Experience of monitoring and evaluating attainment and progress data</li> </ul>	<ul style="list-style-type: none"> <li>A clear understanding of how new technology can contribute to teaching and learning</li> <li>Awareness of inclusion, SEND, literacy and numeracy issues</li> </ul>
Skills/Abilities	<ul style="list-style-type: none"> <li>Excellent teacher with evidence of sustained positive impact on student outcomes</li> <li>Ability to conduct learning walks, monitor progress and have challenging coaching conversations with staff</li> <li>Ability to motivate and encourage staff and students</li> <li>Ability to act on own initiative</li> <li>Passionate about education and supporting <i>all</i> students to become the best version of themselves</li> <li>Ability to deal with challenging student behaviour</li> <li>Ability to manage a complex workload</li> </ul>	<ul style="list-style-type: none"> <li>Experience of instructional coaching</li> <li>A good working knowledge of Microsoft Office</li> </ul>
Personal Qualities	<ul style="list-style-type: none"> <li>Good communication skills</li> <li>Calm, patient and reflective practitioner</li> <li>Team player</li> <li>Flexible attitude</li> <li>Commitment to lifelong learning</li> <li>Motivated and passionate educator</li> <li>Well organised</li> </ul>	<ul style="list-style-type: none"> <li>Commitment to continual professional improvement</li> </ul>