

**THE SELE SCHOOL  
PERSON SPECIFICATION**

JOB TITLE	<b>HEAD OF DEPARTMENT: Science</b>
DEPARTMENT/SECTION	<b>Science</b>

CRITERIA	ESSENTIAL	DESIRABLE
<b>QUALIFICATIONS:</b>		
<ul style="list-style-type: none"> <li>• Good Degree from a recognised university.</li> <li>• Qualified teacher status.</li> </ul>	√ √	
<b>EXPERIENCE:</b>		
<ul style="list-style-type: none"> <li>• Experience of working as part of a curriculum team to design and develop resources to support learning.</li> <li>• Experience of teaching GCSE and A-level Science.</li> <li>• Working with young people in a mentoring or tutorial capacity.</li> <li>• Proven record of developing schemes of work and of raising attainment.</li> </ul>	√ √ √ √	
<b>KNOWLEDGE &amp; SKILLS:</b>		
<ul style="list-style-type: none"> <li>• Knowledge of a range of pedagogic approaches to cater for different learning styles and ensure that all students are engaged.</li> <li>• Excellent up-to-date curriculum knowledge.</li> <li>• Understanding of what constitutes effective teaching for learning.</li> <li>• Advanced level of ICT skills.</li> <li>• The capacity to form positive relationships with young people from a diverse range of backgrounds.</li> <li>• Strong organisation skills.</li> <li>• Inspiring colleagues to deliver the best teaching possible.</li> <li>• Excellent classroom practitioner.</li> <li>• Excellent communication skills, orally and written.</li> <li>• Ability to lead, motivate, support, challenge and develop all staff to secure continual improvement including his/her own continual professional development. To be an exemplar of all school policies and practices.</li> <li>• Evidence of a clear educational vision.</li> <li>• Experience/Involvement in implementation of whole school development.</li> <li>• Ability to delegate effectively and support others in achieving objective(s).</li> <li>• Ability to make difficult decisions and communicate them clearly and sensitively.</li> <li>• Ability to assimilate and evaluate data.</li> <li>• Ability to conduct challenging conversations that support the school's aims and ethos</li> <li>• Ability to challenge underperformance and put effective systems in place to support improvement</li> <li>• Ability to create a culture of accountability in a supportive, challenging environment</li> </ul>	√  √ √ √  √  √ √ √ √ √ √  √  √ √ √  √  √ √	√

APTITUDES:		
<ul style="list-style-type: none"> <li>• Commitment to improving teaching and learning and continued professional development.</li> <li>• Flexible approach and readiness to respond to individual pupil needs.</li> <li>• Ability to work well as part of a team, and to build trust and openness.</li> <li>• Discretion, courtesy, honesty and integrity.</li> <li>• Reliable, punctual, diligent and well-organised.</li> <li>• Open-minded and forward-thinking approach to the positive use of technology in education.</li> <li>• Passion, enthusiasm, and ability to motivate and inspire pupils for the subject.</li> <li>• Commitment to safeguarding and the welfare of pupils.</li> <li>• Willingness to be involved in the wider life of the school.</li> </ul>	✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓ ✓	

