



ST BENET BISCOP
CATHOLIC ACADEMY

Director of Learning - Science Person Specification

Attribute	Essential	Desirable	How identified
Qualifications	<ul style="list-style-type: none"> • Good honours degree in directly related subject • Qualified Teacher Status 	<ul style="list-style-type: none"> • Master's degree / further qualification relating to subject • Master's degree / further qualification relating to educational pedagogy • Catholic Certificate in Religious Studies (CCRS) 	<ul style="list-style-type: none"> • Application • References
Knowledge and skills	<ul style="list-style-type: none"> • The ability to inspire, motivate and manage a team of staff collaboratively towards shared goals • Proven experience in leading the management of change to achieve excellence • The ability to analyse data and other sources of evidence to judge the quality of work and to be proactive in identifying and implementing strategies for continuous improvement • An ability to identify, create and manage excellent learning resources that enable effective learning across all abilities • Ability to plan and evaluate interventions • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Up to date knowledge of latest research in pedagogy and practice • Knowledge of current curriculum developments in subject and their implications • Good knowledge and understanding of current educational thinking 		<ul style="list-style-type: none"> • Application • References • Interview

	<ul style="list-style-type: none"> • Exceptional levels of literacy and the skills to disseminate this knowledge to others • Proven ability to use intervention strategies to raise attainment of learners • Ability to turn vision into reality 		
Experience	<ul style="list-style-type: none"> • Successful and relevant teaching experience that shows a strong impact on learning • Successful track record of leadership of curriculum development • Successful contribution to the planning and delivery of CPD for colleagues • Ability to teach the subject to the full ability range at KS3, KS4 & KS5 • Record of contribution to extra-curricular activities • Record of contribution to whole school strategies 	<ul style="list-style-type: none"> • Successful TLR post holder experience, including leadership of colleagues 	<ul style="list-style-type: none"> • Application • References • Interview
Personal Qualities	<ul style="list-style-type: none"> • A strong vision for the development of learning through Science • Drive and determination to achieve quality provision and high standards • Ability to manage workload and demonstrate flexibility, resilience and perseverance in meeting challenges • A positive role model for staff and pupils • Commitment to getting the best outcomes for students and promoting the ethos and values of the academy • Commitment to equal opportunities and securing good outcomes for vulnerable pupil groups • Commitment to maintaining confidentiality at all time • Reliable and acts with integrity • A passion for education and making a difference • Excellent communicator • Effective team leader/member 		<ul style="list-style-type: none"> • Application • References • Interview

	<ul style="list-style-type: none">• Drive and determination• Ambition• Energy, enthusiasm and a positive outlook• The ability to forge effective relationships that aid the progression of the department.		
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