PERSON SPECIFICATION

Assistant Subject Lead for Science

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, indicating experience and where appropriate citing supporting examples within their application.

Qualifications & Training	Essential	Desirable	How Identified
Qualified Teacher Status.	X		Application
Degree or equivalent.	X		
Commitment to further develop own professional knowledge and skills.	X		
Personal Attributes	**Essential**	**Desirable**	**How Identified**
Are highly ambitious for self and organisational growth.	X		Application Interview Task
Are brave in leadership decision-making, being innovative and forging new paths.	X		
Are curious to identify solutions based on rigorous evidence and research.	X		
Are determined to overcome obstacles and resilient in the face of challenge.	X		
Are fast and nimble to address emerging needs and underperformance.	X		
Are good, moral, truthful and treat others with respect.	X		
Are open-minded to bringing about extraordinary change which may challenge the norm.	X		
Knowledge & Experience	**Essential**	**Desirable**	**How Identified**
Proven experience of successfully teaching science at Key Stages 3&4, but especially at GCSE level.	X		Application Interview Task
Demonstrate a deep understanding of the subject matter and effective instructional methods.	X		
Experience in leadership or responsibility within a science department	X		

	Essential	Desirable	How Identified
Sound knowledge of performance measures, National Curriculum and exam specifications as relevant to Key Stages 3 & 4.	X		
An understanding of the use of assessment and data to drive improvement.	X		
An understanding of quality assurance and self-evaluation.	X		
An understanding of strategies to create improvement.	X		
A clear vision for teaching & learning, including the effective use of new technologies.	X		
A positive approach to change and continuous improvement.	X		
Evidence of a strong commitment to extra-curricular activities and enrichment.	X		
Proven experience of supporting other colleagues to develop effective teaching.	X		
Experience of identifying and addressing the training needs of staff (teachers and support workers).	X		
Skills	**Essential**	**Desirable**	**How Identified**
Ability to relate positively, to motivate and inspire students in order to ensure that they develop as confident learners, determined to achieve their potential.	X		Application Interview Task
Ability to prioritise workload effectively to meet deadlines.	X		
Excellent communication and interpersonal skills, including tact and diplomacy.	X		
Clear understanding of the importance of effective assessment, planning, monitoring of progress and attainment and monitoring strategies to raise academic standards.	X		
Ability to establish, lead, manage and monitor the work of teams.	X		
Clear understanding of the change process and the ability to manage change.	X		

	Essential	Desirable	How Identified
Clear understanding of the role of accountability in raising standards.	X		
Clear understanding of the parameters for appropriate curriculum design to meet the needs of all learners.	X		
Equal Opportunities	**Essential**	**Desirable**	**How Identified**
Demonstrate an acceptance of, and a commitment to, the principles of the Trust's Equal Rights policies and practices as they relate to employment issues and to the delivery of services to the community.	X		Application Interview Task
Committed to equal opportunities policies relating to gender, race and disability in an educational context.	X		
Safeguarding	**Essential**	**Desirable**	**How Identified**
Committed to the protection and safeguarding of children and young people.	X		Application Interview Task
Demonstrates up-to-date knowledge of relevant legislation and guidance in relation to working with young people.	X		