

PERSON SPECIFICATION

Teacher of Science

The successful candidate will meet the following person specification. This role is designed to be broad and inclusive, encouraging applications from Early Career Teachers (ECTs) to experienced practitioners aspiring to Lead Practitioner status.

Qualifications & Training	Essential	Desirable	How Identified
Degree in Science or a related field	X		Application
Qualified Teacher Status (QTS) or working towards QTS	X		
Evidence of ongoing professional development		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 open-minded to bringing about extraordinary change which may challenge the norm	X		
Are fast and nimble to address emerging needs and underperformance	X		
Are good , moral, truthful and treat others with respect	X		
Knowledge & Experience	Essential	Desirable	How Identified
Knowledge and experience of teaching in a secondary school	X		Application Interview Task
Evidence of teaching Science at KS3 and/or KS4	X		
A track record of raising student attainment and progress		X	
Knowledge of the National Curriculum for Science	X		

Evidence of relevant and recent CPD and a commitment to ongoing professional development	X		Application Interview Task
Ability to adapt teaching to embrace new and emerging technologies	X		
An ability to inspire interest and excitement in the subject specialism	X		
Ability to be inclusive with colleagues and students	X		
Ability to motivate and inspire students	X		
Commitment to building students as independent learners	X		
A commitment to extra-curricular activities	X		
For experienced applicants: Evidence of leading or supporting colleagues in improving teaching practice		X	
Skills	Essential	Desirable	How Identified
Proven ability to raise standards in classrooms		X	Application Interview Task
An understanding of the components which comprise outstanding teaching and learning	X		
Use of assessment information to improve own practice and raise standards	X		
Effective use of different strategies to promote good learning relationships and high rates of progress in an inclusive environment	X		
Use of intervention strategies to address identified issues for individual student development and progress		X	
Awareness of the latest developments and initiatives in education	X		
Developing high-quality learning strategies and monitoring learner progress to raise attainment	X		
Effective use of Assessment for Learning to engage learners as active participants in their learning	X		
Ability to contribute to curriculum development	X		
Ability to plan and resource effective learning programmes and lessons to meet	X		

curricular objectives and individual students' needs			
Ability and willingness to contribute to school and academy-wide planning activities	X		
Excellent communication skills, both written and verbal	X		
Ability to plan and deliver engaging and differentiated lessons	X		
Effective use of data to inform teaching and monitor student progress	X		
Ability to use digital technology to enhance teaching and learning		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		