



## PERSON SPECIFICATION

### Assistant Head of Science

The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

<b>Knowledge and Understanding</b>	<b>Assessment</b>
A Degree	A
QTS	AR
An understanding of the relationship between Science and the wider curriculum	A
A secure knowledge and understanding of the issues associated with effective Science teaching	AR
An excellent knowledge and understanding of the National Curriculum Programme of study for Science at Key Stage 3 and Key Stage 4	AR
<b>Teaching &amp; Learning</b>	
Knows and understands the characteristics of high quality teaching	AR
Plans teaching to achieve incremental progression for all students	AR
Can demonstrate sustained improvement and high standards of student learning and achievement	AR
Can set tasks that challenge and interest students	AIR
Has high expectations of students regarding the quality of the work that they produce	AIR
Can develop ICT skills through the teaching of Science.	A
Sets learning objectives built on prior attainment that meet the needs of individual children	R
Uses assessment formatively to support teaching and student learning	IR
Demonstrates exemplary marking and assesses practices that support students' learning and progress	AR
Uses a range of teaching strategies aimed at meeting different learning styles and confidently uses ICT as a teaching method	AR
<b>Leadership &amp; Management</b>	
Has demonstrated effective leadership including the ability to motivate others to perform well whilst being sensitive and challenging of their performance	AR
Can prioritise, plan and organise to effect change and improvement beyond the immediate situation	R
Has shown that he/she can convert difficulties into successes	AR
Knows when to consult, make decisions and defer to others	AR
Can analyse, understand and interpret data and information	AIR
Can communicate effectively to different audiences and capture their interest and enthusiasm	AIR
Can negotiate, persuade and consult effectively	R
Can set and achieve challenging professional goals	R
Builds and contributes to highly effective working relationships with individuals within and across teams	AR
Shows a commitment to his/her own learning and takes responsibility for his/her own professional development	AR
Can set challenging and ambitious targets within the subject in order to further raise current levels of student attainment	AIR
Can lead on curriculum development within Science.	AIR

<b>Personal Attributes</b>	
Is able to lead our commitment to our Christian ethos and specialism for sustainability and the environment through the curriculum of Science and day-to-day life at the Academy	AI
Places the welfare and safety of children at the heart of his/her practice	AR
Enjoys being with children, has a passion for education and for seeing young people learn, achieve and succeed in a positive, safe and enjoyable climate.	AR
Is of a reflective, focused and determined disposition willing to promote change and innovation	R
Is committed, resilient, robust and resourceful	IR
Has high aspirations for students beyond typical expectations	R
Has a record of reliability and integrity	R
Demonstrates fairness, honesty, reliability and integrity in his/her existing practice and conduct	R
Has an excellent record of good attendance	AR
Has a sense of humour particularly when facing difficult and challenging situations	R
Demonstrates self-confidence in his/her ability to succeed, maintaining energy and enthusiasm in highly challenging situations	R

### **Assessment**

**A – Application**

**I – Interview**

**R – Reference**