**PERSON SPECIFICATION**

**Head of Science**

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| 1. **Qualifications** | Essential | Application | Interview |
| Qualified teacher status | X | X |  |
| A good honours degree and/or post-graduate qualification an advantage | X | X |  |
| 1. **Training** |  |  |  |
| The successful candidate will be able to demonstrate a commitment to his/her on-going professional development by records of attendance at relevant INSET  Possess NPQML or equivalent training evidence | X | X |  |
| 1. **Experience** |  |  |  |
| At least two years’ experience of senior/middle leadership  preferably with T&L element in Science | X | X | X |
| Experience of working across subject/key stage boundaries in Science | X | X |  |
| Experience in T&L innovation and facilitating continuous organisational improvement in raising standards and performance in Science | X | X | X |
| A successful track record in the following areas;   * planning, implementing and managing change in Science * raising standards of achievement, leading to a sharp rise in student outcomes in Science * strategic/development in Science | X | X | X |
| 1. **Educational Philosophy and Understanding** |  |  |  |
| A commitment to equality of opportunity for students and staff, expressed in terms of educational outcomes for all students |  | X | X |
| A clear statement of educational beliefs,  values and priorities consistent with the  aims of The Ortu Federation |  | X | X |
| An understanding of current educational  issues and developments and their  implications for The Ortu Federation |  | X | X |

1. **Abilities**

* An outstanding classroom practitioner
* An innovator with excellent leadership skills who is able to take the initiative and carry through plans to a successful conclusion
* Proven ability to develop strategies for raising academic achievement for all students
* Ability to motivate, support and supervise staff
* The capacity to motivate and encourage students to strive for excellence, and to inspire confidence in parents
* Good inter-personal, communication and presentation skills
* Good organisational and administrative skills and the ability to work effectively under pressure and to prioritise tasks appropriately
* Experience of using ICT for administration and teaching, and the willingness continually to update skills
* A flexible approach to responsibilities
* Not afraid of hard work

**6. Health and attendance**

* An excellent record of health and attendance over the past two years
* The ability to meet the demands of the post
* A willingness to attend evening meetings and occasional weekend and holiday events