



SECKFORD
EDUCATION TRUST

PERSON
SPECIFICATION

Post Title: SUBJECT LEADER (SCIENCE)

The following person specification outlines the key skills and experience required for this position.

The selection panel will assess each candidate against the criteria listed below expecting candidates to demonstrate knowledge and understanding of each area and show evidence of having applied (or awareness of how to apply) this knowledge and understanding in the school context.

The panel will use the following assessment tools: application form; interview / assessment activities; reference and other employment checks.

Attribute	Essential	Desirable
Qualifications:	<ul style="list-style-type: none"> ▪ Honours degree and Qualified Teacher Status (QTS) ▪ Evidence of relevant professional development related to subject area 	<ul style="list-style-type: none"> ▪ Post graduate qualification ▪ Further CPD qualifications
Knowledge and Experience:	<ul style="list-style-type: none"> ▪ Able to recognise and model outstanding classroom practice ▪ Detailed understanding of Ofsted criteria for teaching and learning ▪ Coaching and mentoring strategies to support staff development ▪ The use of a range of tools and evidence, including performance data, to support, monitor, evaluate and improve student progress ▪ Up to date knowledge of the Maths National Curriculum ▪ Strategies for social inclusion, personalised learning and differentiation across a mixed ability range ▪ Current national developments in education, teaching and learning 	<ul style="list-style-type: none"> ▪ Experience in more than one school ▪ Experience of teaching/leading curriculum development outside subject area
Leadership and Management:	<ul style="list-style-type: none"> ▪ Experience of leading, coordinating and monitoring across a Maths Department or a significant area within an Maths Department (e.g. KS3 / KS4 / KS5, AfL) ▪ Evidence of line managing a team of staff ▪ Evidence of successful teaching across the full ability and age range and at examination level ▪ Clear evidence of raising student achievement within a successful department 	

	<ul style="list-style-type: none"> ▪ Implementing curriculum development that has led to raising standards 	
Skills and Abilities:	<ul style="list-style-type: none"> ▪ Effective organisational skills with the ability to meet deadlines ▪ Ability to gather, analyse and interpret data for effective target setting ▪ Dynamic and innovative approach to teaching and learning developments within a department ▪ Ability to model effective teaching methods in order to raise achievement ▪ Ability to assess and promote students' progress in a variety of ways ▪ Good interpersonal and communication skills ▪ Confident use of ICT ▪ Ability to plan strategically in order to raise achievement ▪ Ability to lead and influence others ▪ Ability to build positive working relationships with colleagues and provide support through coaching / line management ▪ Ability to write clear concise reports ▪ Ability to carry out lesson observations, provide feedback and set suitable targets ▪ Ability to lead, manage and implement changes to the curriculum ▪ Ability to motivate and effectively manage students in large groups and individually 	
Personal Qualities:	<ul style="list-style-type: none"> ▪ An exceptional role model with high standards of integrity and approachability ▪ democratic, sensitive and display a good sense of humour ▪ able to work effectively in a team ▪ Flexible and collaborative ▪ Ability to work hard with competing deadlines, prioritising appropriately and maintaining good humour ▪ Willingness to attend outside meetings and to work outside the timetabled day 	
Safeguarding:	<ul style="list-style-type: none"> ▪ Evidence of a commitment to promoting the health, welfare and safeguarding of children ▪ Evidence of promoting, implementing and monitoring equal opportunities across all aspects of the school 	

The Seckford Foundation Free Schools Trust is committed to safeguarding and promoting the welfare of children and young people and the successful candidate must ensure that the highest priority is given to following guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS).