Person Specification
Post: Second in Science

Attributes	Essential	Desirable	How Identified
Qualifications	• Qualified Teacher Status • Good honours degree	• Relevant CPD • Further qualifications relating to Science and/or pedagogy	• Application • Certification
Experience	• Values driven • Strong teaching ability backed up by good outcomes • Teaching that challenges and supports students • Data driven planning • Experience of delivering CPD on a faculty level	• Working in a school with a similar context • Leading a department • Curriculum development • Supporting the development of whole school strategies • Experience of organising and running science events to raise aspirations	• Application • Interview • References
Knowledge and skills	• High expectations which motivate and challenge students • Excellent subject knowledge • Effective use of data • Excellent IT skills for use in teaching and learning • Ability to use intervention strategies to raise attainment of learners • Good knowledge and understanding of current educational research • Effective use of formative assessment • Behaviour management to support the academy's culture • Ability to inspire and motivate others • Ability to develop others • Excellent communication skills • Commitment to safeguarding	• Experience of holding other to account • Experience of leading aspects of a department • An understanding of cognition in education • Analytical and conceptual skills	• Application • Interview • References
Character	• Strong moral purpose and drive for improvement • Values-aligned • Motivated, enthusiastic and flexible • Excellent interpersonal skills • Good sense of humour • Desire to develop yourself • Ability to receive and act on feedback • Strong attention to detail • Ability to work under pressure • Commitment to the full life of the academy	• Willing to offer extra-curricular activities	• Application • Interview • References