

Subject Leader Person Specification



Position: Teacher of Science / Subject Leader for Science

Knowledge	Essential	Desirable
Good understanding of your subject curriculum, Key Stages 3 and 4	✓	
Knowledge of current issues facing subject departments	✓	
Good understanding of school improvement and Ofsted inspection programmes	✓	
Knowledge of departmental monitoring and tracking systems and their role in securing improvement		✓
Knowledge of Ofsted inspection framework and Evaluation Schedule		✓
Good understanding and knowledge of current and new examination specifications	✓	
Knowledge of SEND and students with individual learning needs	✓	
Qualification	Essential	Desirable
Degree in relevant subject		✓
Qualified Teacher Status	✓	
Master's degree in relevant subject or Education / further study		✓
Recognised behaviour management qualification/course		✓
Evidence of involvement in relevant and continuing CPD	✓	
Experience	Essential	Desirable
Experience of leading or supporting leadership of a department or providing support to a school/department	✓	
Successful experience of teaching a range of key stages	✓	
Evidence of managing and leading a new initiative across a department or whole school	✓	
Experience of working with SEND students	✓	
Evidence of involvement in transformational change within a department		✓
Outreach work / supporting a department in challenging circumstances		✓
Skills	Essential	Desirable
Be resilient to challenging behaviour and remain calm under pressure	✓	
Able to demonstrate consistent quality first teaching	✓	
Ability to be an outstanding classroom practitioner with a clear direction and vision for teaching and promoting the subject across the School	✓	
Ability to create outstanding relationships with students and staff members	✓	
Able to deliver bespoke CPD to colleagues and trainees		✓
Able to analyse and review data and provide feedback and high quality reports	✓	
Able to develop intervention strategies that bring about rapid improvement	✓	
Able to work flexibly and under pressure	✓	
Ability to provide clear evaluation and strategies for improvement for leadership teams and departments	✓	
Able to provide clear strategies for improvement, following analysis/review of data and/or performance		✓
To be able to communicate with colleagues, parents and students verbally and in writing	✓	
Develop and deliver clear examination and intervention work	✓	
Ability to use data to analyse and evaluate school/departmental performance	✓	

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Ability to offer advice on school-based assessments and on examination preparation for examinations	✓	
Able to assess school-based assessments accurately and identify strategies for improvement	✓	
Personal Attributes	Essential	Desirable
Excellent communication and interpersonal skills	✓	
Confident IT user	✓	
Ability to motivate staff and set example of high personal standards	✓	
Ability to work sensitively with a variety of people	✓	
Ability to promote the positive image of the school	✓	
Be enthusiastic and have the energy for working in a SEMH school	✓	
Ability to use a range of techniques to deflect and diffuse situations	✓	
Be committed to equal opportunities	✓	
A range of interests outside education	✓	