**Norham High School**

**Post of Assistant Curriculum Leader: Science: Person Specification**

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| **Selection Criteria** | **Essential** | **Desirable** | **How Assessed** |
| **Qualifications, training & experience*** Qualified Teacher Status
* Graduate Status
* Experience of leading an aspect of dept/school work
* Leadership CPD
* Taught across the ability range at KS3 and KS4
* Good examination outcomes with KS4
* Using ICT in teaching Science
* Experience of developing and co-ordinating schemes of work
 | ✓✓✓ ✓✓✓ | ✓✓ | A, RA, RA, R, IA, RA, R, IA, R, IA, RA, R, I |
| **Knowledge & understanding of Subject Leadership** * Knowledge of current educational developments in the subject
* Experience of successful leadership of aspect of dept/school work
* Ability to use comparative data to establish benchmarks, target resources and raise achievement
* Experience of working with staff to develop practice and raise standards
 | ✓✓ ✓ | ✓ | A, R, IA, R, IA, R, IA, R, I |
| **Leading Teaching and Learning*** Excellent classroom practitioner with record of success at KS3 and 4
* A breadth of teaching experience within science curriculum area and extra-curricular areas
* A good understanding of current thinking about learning and assessment
* Experience of working to improve teaching and learning at a subject / whole school level
* Knowledge of the uses of ICT as a teaching and learning tool
 | ✓✓✓✓ | ✓ | A, R, IA, R, I IA, R, A, R, I |
| **Leading People*** Ability to provide professional advice, coaching and to deliver training to colleagues at all levels
* An effective communicator – verbal and written, to individuals, and groups
* Able to foster an open, fair and equitable culture, enthuse and motivate people
* Can hold colleagues to account and challenge poor performance
* Ability to build trust with partners and act in an ambassadorial role for the school
 | ✓✓✓✓✓ |  | A, R, I A, R, IA, R, IR, IR,I |
| **Leading in the community*** Ability to form constructive relationships with all stakeholders
* Outward looking with a desire to find best and next practice in order to move the school forward
 | ✓✓ |  | R, IR, I |
| **Personal Attributes*** A reflective practitioner and with good listening skills
* Well organized & prepared with good time management skills
* Ambitious, with the potential to move to Curriculum Leader in due course
* Flexible, hardworking and diligent
* A proactive problem – solver
* Ability to maintain optimism, enthusiasm, humour and energy, even in the most difficult of circumstances
 | ✓✓✓✓✓ ✓ |  | R, IR, IIR, IR, IR, I |
| **Special Requirements*** Fitness to undertake the full range of duties of the post on a daily and long-term basis
* No adverse criminal record
 | ✓✓ |  | R, IA, R, I |

**A = Application form and letter I = Interview process R = References**