



Person Specification

Post Title: Head of Department - Biology

Salary: Main Pay Scale 1 - 6 / Upper Pay Scale 1 - 3 plus TLR1a

Qualifications & Training	
Essential	
E1	Qualified Teacher Status (QTS).
E2	Degree-level qualification or equivalent in a relevant subject discipline.
Desirable	
D1	Evidence of leadership training or middle leadership qualifications.
D2	Catholic Certificate in Religious Studies, or willingness to undertake.
Experience	
Essential	
E3	Successful teaching experience with secondary-aged pupils.
E4	Experience of teaching across key stages, including examination classes
E5	Experience of improving pupil outcomes through effective teaching and assessment.
Desirable	
D3	Experience of teaching in a Catholic school.
D4	Experience of leading or coordinating a subject area or initiative.
D5	Experience of monitoring teaching and learning and giving developmental feedback.
D6	Experience of curriculum development and innovation.
Skills & Abilities	
Essential	
E6	Ability to lead, motivate and inspire staff and pupils.
E7	Strong classroom practice with the ability to motivate, engage and inspire pupils.
E8	Ability to analyse and use data to drive improvement.
E9	Excellent organisational and leadership skills.
E10	Strong communication and interpersonal skills.
E11	Ability to work strategically while managing operational priorities
Desirable	
D7	Ability to lead on whole-school initiatives.
Knowledge & Understanding	
Essential	
E12	In-depth knowledge of curriculum requirements and assessment within the subject.
E13	Understanding of effective teaching, learning and leadership strategies.
E14	Knowledge of current educational developments and best practice.
Personal Attributes	
Essential	



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E15	Commitment to high standards and continuous improvement.
E16	Resilient, adaptable and able to manage competing priorities.
E17	Commitment to professional development and reflective practice.
E18	Professional integrity and a positive role model for pupils and colleagues.
Safeguarding & Compliance	
Essential	
E19	Commitment to safeguarding and promoting the welfare of children and young people.
E20	Understanding of and ability to comply with data protection and confidentiality principles.
E21	Ability to comply with Equal Opportunities Policies, the Trust/school Code of Conduct, and all other Trust/school policies.
E22	Ability to comply with health and safety policies, rules and regulations.
E23	Ability to support and uphold the Catholic ethos of the school and respect its distinctive mission.

September 2026