**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, R  A, R  A, R, I  A, R  A, R, I  A, R, I  A, R  A, 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, I  A, R, I  A, R, I  A, 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, I  A, R, I  I  A, 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, I  A, R, I  R, I  R,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, I  R, 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, I  R, I  I  R, I  R, I  R, 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, I  A, R, I |

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