

Personal attributes required based on Job Description	Essential (E) Or Desirable (D) Criteria
<i>Essential requirements are those without which an applicant will not be considered for appointment.</i>	
Qualifications:	
1. Good academic qualifications relevant to the post	E
Professional Competence and Leadership:	
1. Have a high regard for young people and the learning process	E
2. Have the ability to articulate and lead the vision for high quality education	E
3. Be efficient, highly organised and able to deal effectively with a heavy workload	E
4. An ability to get the best out of students and to work well with colleagues.	E
5. Knowledge and personal attributes which contribute towards being a good Assistant Subject Leader Science	E
6. Establish the expected high standards of teaching and learning which lead to at least expected outcome; (subject area)	E
7. Implement quality assurance practices that lead to positive outcomes	E
8. Be able to contribute to change in direction when needed – short, medium and long term	E
9. Have the ability to lead and delegate, e.g. lead by example, inspire and support the team, encourage innovation in learning	E
10. Be an efficient administrator who is able to deal effectively with a varied workload	E
11. Willing and able to lead educational innovation; (in subject area)	E
12. Have awareness of key Safeguarding issues	E

Experience: <ol style="list-style-type: none"> 1. An excellent record of enthusiastic and successful teaching of Science – demonstrated by evidence of at least good Teaching and Learning 2. An excellent record of successful Science outcomes – evidenced by at least good external outcomes e.g. Value Added 3. Positive appropriate Professional Development 4. Have a proven record of project leadership 5. Show a broad understanding of issues relating to the curriculum and education change 	E E E D E
Interpersonal Skills: <ol style="list-style-type: none"> 1. An outstanding communicator verbally and using a variety of media 2. Have proven ability to effectively motivate staff and pupils 3. Have the ability to establish excellent working relationships with Governors, staff, parents and the wider community 4. Demonstrate a high degree of emotional intelligence 	E E E E
Personal Qualities and Commitment <ol style="list-style-type: none"> 1. Have a commitment to school improvement and be able to demonstrate present involvement in current initiatives 2. Have personal impact and presence 3. Have loyalty, discretion and commitment to the School and its aims 4. Show on-going evidence of a commitment to own professional development and training and ambition to develop through the post 5. Have a pro-active, positive, problem solving, can-do spirit 6. Have energy, dynamism and a sense of humour 	E E E E E E