

Head of Biology Person Specification

	Essential	Desirable	How Assessed
Qualifications:			
Educated up to GCSE grade C level in both English and mathematics	✓		On File
Be educated to degree level or equivalent in relevant subject	✓		On File
Qualified Teacher Status	✓		On File
Experience:			
An excellent classroom teacher with the ability to motivate and enthuse students	✓		Letter; at interview and reference
Have taught Science to KS3 and KS4	✓		Letter; at interview and reference
Have taught Biology to KS4 and KS5	✓		Letter; at interview and reference
Up to date with current developments in Biology Curriculum and in raising student achievement.	✓		Letter; at interview and reference
Of successfully leading an initiative or project	✓		Letter; at interview
Completion of Middle Leader level training		✓	Letter; at interview and reference
Personal and Professional Skills and Attributes:			
Ability to inspire, lead and support others through a programme of change	✓		References and at interview
Highly motivated and enthusiastic with a positive, "can do" attitude	✓		References and at interview
Strong self awareness, emotional intelligence and resilience	✓		References and at interview
Very high professional standards	✓		References and at interview
Flexible, adaptable and solutions focused	✓		References and at interview
Ability to communicate very effectively with students and parents and staff, at all levels	✓		References and at interview
A commitment to very high academic standards, expectations, achievement and attainment	✓		References and at interview
Ability to use data efficiently to assess prior attainment, track progress and set clear & aspirational student targets.	✓		References and at interview
A strong, commitment to the academic, personal, social and spiritual development of students.	✓		Interview.
High quality organisational skills	✓		Interview.
Creative, innovative and able to manage change effectively	✓		Letter and at interview.
The ability to manage and resolve conflict effectively and transparently	✓		Letter and at interview
Committed to continual personal, professional development	✓		Letter and at interview
ICT literate with an ability to use SIMS	✓		Letter and at interview
To be aware of the Prevent Strategy and be able to protect students who are vulnerable or at risk of being radicalised	✓		Letter and at interview
To be aware of the Safeguarding Policy at Mark Rutherford School and be responsible for applying that policy correctly and in a timely manner to safeguard the students in the school	✓		Letter and at interview