

The Helena Romanes School and Sixth Form Centre

Person Specification: Head of Biology

Category	Essential	Desirable	Evidence
Qualifications			
Qualified to teach and work in the UK	<input type="checkbox"/>		App Form Interview References
Ability to teach ages 11-16	<input type="checkbox"/>		
Ability to teach Post 16	<input type="checkbox"/>		
Good relevant degree	<input type="checkbox"/>		
Experience, Knowledge & Understanding			
Experience of leading a team		<input type="checkbox"/>	App Form
Experience of raising attainment in a differentiated classroom environment		<input type="checkbox"/>	
Evidence of continually improving the teaching and learning of the subject through schemes of work and extra-curricular activities		<input type="checkbox"/>	
Up to date knowledge in the curriculum area	<input type="checkbox"/>		Interview
Good knowledge of pedagogy	<input type="checkbox"/>		
To be able to use ICT as a vehicle for effective learning and teaching	<input type="checkbox"/>		References
Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour	<input type="checkbox"/>		
Personal Qualities			
A willingness to lead development of policies and practices and promote collective responsibility for their implementation	<input type="checkbox"/>		App Form
High expectations for accountability and consistency	<input type="checkbox"/>		
Resilience, motivation and commitment to driving up standards of achievement	<input type="checkbox"/>		
Motivation to continually improve standards and achieve excellence	<input type="checkbox"/>		
Enthusiastic, confident, positive, self-motivated and determined	<input type="checkbox"/>		
Excellent communication, planning, organisational, listening and time management skills	<input type="checkbox"/>		
Effective and systematic behaviour management, with clear boundaries, sanctions, praise and recognition	<input type="checkbox"/>		Interview
Commitment to regular and on-going professional development and training to establish outstanding classroom practice	<input type="checkbox"/>		
Readiness to reflect and self-evaluate and the ability to change, develop and improve	<input type="checkbox"/>		
Perform consistently with very big workload demands	<input type="checkbox"/>		References
Work effectively alone and as a part of a team	<input type="checkbox"/>		
Commitment to the safeguarding and welfare of all students and providing equality of opportunity	<input type="checkbox"/>		
Develop positive relationships and acts as a role model to staff and students	<input type="checkbox"/>		

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High levels of honesty and integrity	<input type="checkbox"/>		
Other			
The post holder will be subject to an Enhanced Disclosure & Barring Service check	<input type="checkbox"/>		App Form Interview
The post holder must be committed to safeguarding the welfare of children and to providing equality of opportunity	<input type="checkbox"/>		