PERSON SPECIFICATION

Job Title	**Associate Assistant Head: Secondary Science**		
School	**Seven Kings School**	**Salary Range**	Leadership scale

Selection Criteria

Education and Qualifications:

- Qualified Teacher Status
- Degree

Experience and Training:

- A proven record of successful leadership in a post of substantial responsibility
- Successful teaching experience across the secondary age range KS3-5
- Successful experience of leading improvement and securing positive outcomes for students
- Successful experience of monitoring, evaluation and quality assurance practices
- Successful experience of supporting and developing colleagues through coaching, mentoring or professional development
- Commitment to further professional development
- Evidence of leading or contributing significantly to whole-school initiatives with demonstrable impact
- Experience of using evidence, research and data to inform strategic decision-making
- Experience of successfully line managing, developing and holding other leaders to account for the quality and impact of their work.
- Experience of evaluating the quality of curriculum provision and teaching across a subject or faculty, identifying priorities and securing improvement.
- Experience of using student outcomes, quality assurance evidence and student voice to evaluate provision and inform strategic decisions.
- Experience of developing leadership capacity and securing sustainable improvement through others.

Knowledge, understanding and skills:

- Knowledge and understanding of effective learning and teaching and strategies for raising standards
- Knowledge and understanding of current curriculum, assessment and accountability developments
- The ability to interpret, analyse and use data to inform improvement planning and targeted intervention
- Knowledge of effective approaches to student achievement, personal development and inclusion
- Knowledge of effective strategies for staff development, talent management and succession planning
- Excellent IT skills and a strong understanding of technology's role in supporting teaching, learning and school improvement
- A secure understanding of effective leadership and management at whole-school level
- Evidence of skills relating to school self-evaluation, improvement planning and implementation
- The ability to think strategically, prioritise effectively and lead change successfully
- A commitment to high achievement and positive outcomes for **all** students
- The ability to accept the full role of a SLT member and to advise the Headteacher on whole school strategy and direction

Science Leadership

- Secure understanding of the principles of an ambitious, well-sequenced Science curriculum and progression in scientific knowledge and disciplinary understanding across KS3, GCSE and A-level.
- Understanding of effective Science pedagogy, including the development of practical skills, addressing misconceptions and securing deep conceptual understanding.
- Knowledge and understanding of assessment and examination requirements across Biology, Chemistry and Physics.
- The ability to evaluate the effectiveness of a subject or faculty through analysis of curriculum quality, teaching, assessment, student outcomes and student experience.
- The ability to provide strategic direction, professional challenge and support to middle leaders, securing accountability and sustainable improvement through others.
- Understanding of the leadership, staffing, resource and health and safety considerations associated with the delivery of practical Science.
- The ability to evaluate the quality and impact of leadership

Personal qualities:

- Strong personal values and motivation to lead in line with the ethos Seven Kings School
- Unconditional positive regard for **all** young people
- Excellent leadership and management skills in nurturing both students and staff; evidenced understanding of and the ability to respond to cohorts and the needs of individual students to make them feel they belong
- Vision, and the ability to be strategic – to stand back, see the totality of the picture, spot/be responsive to trends, plan, communicate, influence others and win their support and commitment
- Record in developing talented teachers, supporting and motivating staff
- Excellent inter-personal skills; evidence of good relationships with students, parents and colleagues
- Excellent verbal and written communication skills
- The ability to communicate well and persuasively with a range of audiences, staff, parents, students, external agencies
- An enthusiasm for the post and ability to motivate and inspire and influence pupils, staff, parents / carers and Governors
- A high level of commitment to the school and its continuing development
- Flexibility and the ability to balance priorities and absorb pressure
- The ability to build trusting professional relationships whilst providing appropriate challenge, setting high expectations and holding colleagues to account.
- The ability to influence, motivate and develop other leaders, building their confidence, expertise and capacity to lead improvement.
- The confidence and professional credibility to make difficult decisions, challenge established practice and lead change.
- The ability to balance strategic thinking with effective evaluation and follow-through, ensuring that improvement priorities translate into sustained impact.

General:

- Be aware of and comply with policies and procedures relating to safeguarding and promoting the welfare of children, health, safety and security, confidentiality and data protection
- To demonstrate an understanding of and commitment to equal opportunities and diversity and to the standards of customer care
- Be responsible for own health and safety as well as that of colleagues, students and the public