

Head of Biology

Person Specification



Candidates will be shortlisted equally against the requirements of the Person Specification. The same selection panel will both shortlist and interview candidates. Those whose application forms provide information that best meets the criteria of the Job Description and Person Specification, experience and qualifications will be invited to interview.

	Essential	Desirable	MOA
KNOWLEDGE/QUALIFICATIONS			
Graduate with qualified teacher status	*		A/C
An awareness of current issues in biology education	*		A/I
Knowledge of national curriculum requirements at KS3	*		A/I
Knowledge of courses and requirements at KS4 and KS5	*		A/I
Understanding of use of data to assess and inform teaching and learning	*		I
Experience of exam board biology marking		*	A/I
Degree (or equivalent)	*		A/I/C
EXPERIENCE			
Experience of leading, developing and enhancing the teaching practice of other staff		*	A/R
Experience of teaching A level biology	*		A/I
An excellent classroom practitioner that can model best practise	*		I/R
Relevant management experience of teams	*		A/I
Teach intervention groups at KS3 and KS4	*		A/I
Evidence of effective budget management	*		A/I
SKILLS			
Excellent classroom practitioner	*		A/I/R
Good organisational and personal management skills	*		A/I
Effective planning and teaching	*		A/I/R
Effective behaviour/classroom management	*		A/I/R
An ability to demand high standards	*		A/I/R
Ability to lead effectively	*		A/I/R
Ability to work independently and be a team player	*		A/I/R
Ability to develop and support other staff to develop a variety of teaching strategies	*		A/I/R
Ability to enthuse and direct students and staff towards raising expectations and levels of achievement	*		A/I/R
The ability to meet deadlines	*		A/I
Good ICT skills	*		A
BEHAVIOUR AND OTHER RELATED CHARACTERISTICS			
Flexible and committed to work across our group of partnership schools	*		A/I
Takes the initiative	*		I/R
Is self-motivated	*		I/R
Work in ways that promote equality of opportunity, participation, diversity and responsibility	*		A/I
A commitment to abide by and promote the School's Equal Opportunities, Health and Safety and Child Protection Policies	*		A/I
A commitment to the ethos and values of the School	*		A/I
To display a responsible and co-operative attitude to working towards the achievement of the School's aims and objectives	*		A/I
An ability to respect sensitive and confidential work	*		I
Commitment to own personal development and learning	*		I
The post holder will require an enhanced DBS	*		C

Key: MOA = Method of Assessment; A = Application; I = Interview and assessment; R = Reference; C = Certificate

Cockermouth School is committed to safeguarding and promoting the welfare and well-being of its students, engages with young people and staff in policy and practice developments, proactively encourages feedback and expects all staff and volunteers to share this commitment.