| **Employee Specification Form** | Post Number |  |
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| Job Title | Head of STEM Faculty – Wirral Hospitals’ School  |
| Department | Children and Young People’s Department |
| Prepared by and date | Wirral Hospitals’ School  |
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| **Essential Personal Attributes** | Stage Identified | **Desirable Personal Attributes** | Stage Identified |
| **Qualifications**1. Recognised teaching qualification.
2. Recent professional development covering a range of educational issues associated with the post and the complex needs of the students.
 | AA | 1. Degree or further Degree.
2. Evidence of further study relating to SEN (eg mental and emotional health).
3. Full driving licence.
 | AAA |
| **Experience**1. Proven success in teaching either maths or science to GCSE for at least 4 years.
2. Significant experience of consistently delivering good/outstanding lessons.
3. Demonstrate a successful track record of inspiring students and challenging other staff members to inspire.
4. Demonstrate evidence of a commitment to the very best outcomes for all students, regardless of barriers.
5. Demonstrate successful experiences of engaging with key stakeholders; Governors; parents/carers; students, and other relevant outside agencies/organisations.
6. Proven successful experience of contributing to the work of a department or faculty.
7. Experience of working with, or alongside, colleagues to improve outcomes for students.
 | A/IA/I/RA/I/RA/IA/IA/IA/I | 1. Experience of line managing, and successfully leading, other teachers.
2. Experience of a broad variety of educational settings.
3. Experience and success of multi-agency working.
4. Experience of working specifically with CAMHS / NHS / Social Care.
5. Experience of using data to support student progress beyond your own classes.
6. Demonstrate a track record of partnership work in order to identify appropriate and timely interventions, where required.
 | A/IAAAA/IA/I |
| **Knowledge and Skills**1. Within the area of teaching and learning, a strong understanding of what constitutes good to outstanding teaching, as well as the ability to identify how effectively learning is taking place in the classroom.
2. A strong pedagogical understanding of how students learn, coupled with the ability to reflect on this and incorporate it into classroom practice.
3. To be a good communicator and demonstrate excellent interpersonal skills.
4. To have high levels of organisational skills.
5. Confidence and competence in ICT.
6. Ability to use data to identify trends in performance, spot issues and develop appropriate interventions.
7. Ability to think and act strategically, beyond the scope of your own teaching / department.
8. Desire to develop, in both yourself and others, further knowledge and skills regarding SEN provision.
 | A/I/RA/IA/II/RA/IA/IA/IA/I | 1. To have knowledge of various approaches to professional development and their implementation.
2. To have the skills to be able to guide staff through the appraisal process, providing support and challenge as appropriate.
3. To have knowledge of, and experience in, organising and leading extra-curricular events involving external speakers.
4. To have knowledge of local and national initiatives within your specific faculty area and the ability to prioritise these initiatives based on the needs of our students.
5. Knowledge of best practice in the teaching and learning needs of students displaying symptoms of trauma and/or ACES.
 | A/IA/I/RA/IA/IA/I |
| **Special Requirements**1. Commitment to the core values of the school.
2. Willingness and enthusiasm to work in a broad range of split site educational settings with students exhibiting a diverse range of needs.
 | II | 1. Evidence of a previous and future planned career path.
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