

Stratford upon Avon School

Subject Leader for Biology

Person Specification May 2026

Please read this Person Specification carefully as it will be used to assess candidates as part of the short list and selection process. The recruiting team will be looking for candidates who most closely match the following:

	Essential	Desirable	Evidence base
Qualifications	<ul style="list-style-type: none"> • Q.T.S. • Hons Degree • Evidence of relevant, recent professional development 	<ul style="list-style-type: none"> • Degree and/ or PGCE in Biology/Science subject • Further relevant professional level qualifications (e.g. Masters) 	Application form.
Experience	<ul style="list-style-type: none"> • Successful secondary teaching experience including results/outcomes that add value (11-16) within Biology • An understanding of Biology as a subject • Successful experience of managing change, development and innovation • Experience of leading and managing a team • Knowledge/experience of curriculum development • Experience of successfully implementing strategies to improve performance and raise standards • Knowledge of new initiatives within these subject areas and wider education • Experience of developing and working in partnerships with others 	<ul style="list-style-type: none"> • Experience of teaching Biology A Level • Proven track record of leadership and management • Experience of development planning and monitoring its implementation • Leadership of a whole school initiative • Successful experience of challenging and supporting under performance in both staff and pupils • Experience and knowledge related to PiXL approaches to tracking students' progress. 	Application, references and selection process.
Skills	<ul style="list-style-type: none"> • The ability to engage, enthuse and inspire others. • Able to lead and manage change, with the ability to formulate, communicate and implement a clear vision. • Excellent interpersonal and organisational skills. • Communicate highly effectively with a wide range of audiences orally and in writing • Ability to analyse and use data effectively • Ability to manage time and prioritise effectively 	<ul style="list-style-type: none"> • High level of personal ICT skills • Well-developed analytical, planning, monitoring and evaluative skills • Proven experience in leading improvement in behaviour management and inclusion 	Selection process and references
Key Competencies and Aptitudes	<ul style="list-style-type: none"> • Approachable, consistent and emotionally intelligent • Innovative • A genuine commitment to inclusive comprehensive education • A growth mindset • The ability to operate as a highly successful coach and mentor • Unrelenting determination to raise standards • Professional courage to take responsibility and hold people to account for their performance 	<ul style="list-style-type: none"> • Track record of innovation and use of new ideas to help teaching & learning • Able to vary leadership style 	Application, references and selection process.

	<ul style="list-style-type: none"> • An appreciation of components necessary to enable outstanding learning to take place • Be able to work on your own initiative and as part of a team • Have the capacity to work under pressure and meet deadlines • Up to date knowledge on current educational thinking 		
Professional development	<ul style="list-style-type: none"> • Evidence of involvement in appropriate professional development • Willingness to contribute to the professional development of others – sharing good practice 	<ul style="list-style-type: none"> • Regular and appropriate CPD including evidence of recent leadership and management development • Experience of delivering whole school INSET 	Application, references and selection process.
Other information	<ul style="list-style-type: none"> • Displays commitment to the protection and safeguarding of children and young people • Share the ethos of the school • Willingness to co-ordinate and take part in whole school activities. • Post subject to Enhanced DBS 		Application, references and selection process.

The school is committed to safeguarding and promoting the welfare of the children and young people and expects all staff and volunteers to share this commitment.