



Person Specification Head of Physics

Essential Qualifications

- Degree or equivalent qualification in a relevant subject area.
- Recognised teaching qualification.
- Evidence of ongoing professional development.

Essential Knowledge & Experience

- Strong understanding of curriculum design, assessment, and quality assurance processes.
- Proven track record of successful teaching or leadership within the relevant discipline.
- Experience managing teams, including performance management and staff development.
- Demonstrated ability to analyse data to drive improvement.
- Experience leading change and implementing strategic initiatives.

Essential Skills & Abilities

- Excellent leadership and people-management skills.
- Ability to inspire, motivate, and support colleagues.
- Strong organisational and time-management abilities.
- Effective communication skills—written, verbal, and interpersonal.
- Ability to make evidence-based decisions and solve complex problems.
- Competence in using digital tools and systems relevant to the role.

Essential Personal Attributes

- High level of professionalism and integrity.
- Commitment to equality, diversity, and inclusion.
- Resilience and the ability to work under pressure.
- Reflective, adaptable, and open to feedback.
- Passion for raising standards and improving outcomes.

Desirable Qualifications

- Postgraduate qualification in leadership, management, or the relevant subject.
- Additional training in coaching, mentoring, or quality assurance.

Desirable Experience

- Experience managing budgets or resources.
- Leading cross-departmental initiatives or whole-organisation projects.