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| **Job Description****Our school is committed to safeguarding and promoting the welfare of children and young adults and expects all staff and volunteers to share this commitment.** |
| **Post title:****Hours of work:****Remuneration:****Responsible to:****Start Date:**  | **Head of Science****Full Time****Commensurate with experience****Head Teacher** **Sep 2025** |
| **Purpose of the role**  | To be a Chemistry specialist and an inspirational and experienced educator to lead our science department, providing strategic direction, fostering a culture of excellence, and ensuring high-quality teaching and learning for pupils of all ages. The successful candidate will be a passionate advocate for science education, committed to nurturing curiosity, innovation, and academic achievement among our students. |
| **Main Responsibilities** | **Leadership and Management:*** Provide visionary leadership, aligning departmental goals with the school's mission and values.
* Lead and manage a team of teachers across Biology, Chemistry, Physics, and general Science, fostering a culture of collaboration and professional growth.
* Oversee curriculum planning, development, and implementation across Key Stages 3, 4, and 5, ensuring high standards and alignment with national frameworks.
* Monitor and evaluate teaching, learning, and student outcomes, implementing strategies for continuous improvement.
* Manage departmental budgets, resources, and facilities, ensuring efficient and effective use of funds and equipment.

**Teaching and Learning:*** Deliver outstanding teaching and model best practices, setting a benchmark for excellence within the department.
* Promote innovative and inclusive teaching strategies that engage and challenge all students, catering to diverse needs and abilities.
* Ensure the consistent use of data to inform teaching, track progress, and implement effective interventions.
* Drive the integration of STEM (Science, Technology, Engineering, and Mathematics) initiatives and extracurricular activities to enhance student engagement.

**Professional Development:*** Support the professional growth of faculty members through mentoring, coaching, and identifying CPD opportunities.
* Lead departmental meetings, training sessions, and performance reviews, promoting a culture of reflection and improvement.

**Collaboration and Communication:*** Act as the key point of contact for Science within the school, liaising with senior leadership, governors, parents, and external stakeholders.
* Collaborate with other Heads of Faculty to contribute to whole-school initiatives and cross-curricular projects.
* Represent the Science Faculty in school-wide events, parent evenings, and external partnerships.
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| **Professional Standards & Development** | * To maintain good order and discipline among the pupils and safeguarding their Health and Safety both when they are on the School premises and when they are engaged in authorised School activities elsewhere
* To be a role model to pupils through personal presentation and professional conduct.
* To arrive in class before the start of the lesson, and to begin and end lessons on time.
* To cover for absent colleagues as is reasonable, fair and equitable.
* To co-operate with the employer in all matters concerning Health and Safety and specifically to take reasonable care of their own Health & Safety, and that of any other persons who may be affected by their acts or omissions at work.
* To be familiar with the school’s handbooks and support all the School’s policies, e.g. those on Health and Safety, Safeguarding etc.
* To be involved in extra-curricular activities such as making a contribution to after-school clubs and visits.
* To liaise effectively with parent/carers and with other agencies with responsibility for pupils’ education and welfare.
* To complete the on-line training courses as required by the school
* To provide the documentation required to carry out a DBS check.
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| **Person Specification** **Our school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.** |
|  | **Essential** | **Desirable** | **Method of assessment** |
| **Qualifications:** | * NQT or QTS
* A degree in Chemistry is essential
* PGCE or other suitable teaching qualification.
 | * Master’s degree or doctorate in relevant subject.
* Further subject-related qualifications.
 | Production of the Applicant’s certificates |
| **Experience:** | * Proven track record of outstanding teaching and leadership experience, ideally within a Science department.
* Experience with curriculum development, particularly at Key Stages 4 and 5, and familiarity with examination specifications.
 | * Experience teaching within an integrated curriculum
* Experience of International Education
* Experience teaching students with Special Educational Needs
 | * Application Form.
* Interview.

Professional references. |
| **Skills:** | * Strong leadership, organisational, and interpersonal skills with the ability to inspire and motivate staff and students.
* A deep passion for Science education and a commitment to fostering a love of learning among pupils.
* Excellent communication skills, both written and verbal, with the ability to engage diverse audiences.
* Proficiency in using data to drive improvement and support decision-making.
* Resilience, adaptability, and a commitment to maintaining the highest professional standards.
 | * Ability to lead and/or facilitate in-house training
* Ability to design and deliver papers and workshops at external conferences
 | * Application Form.
* Interview.

Professional references |
| **Knowledge:** | * Understanding of other cultures and understanding of equal opportunities, and the impact that School policy has on a class of students
* Knowledge of a variety of pedagogical approaches, and ability to apply each one as and when required
 | * Knowledge of the IBO and its Middle Years and Diploma programmes

Knowledge of mixed culture teaching and learning | * Contents of the Application Form
* Interview

Professional references |