



## **Biology Teacher - NQT or experienced**

Ark All Saints is a small school made up of 600 scholars. We consider ourselves to be members of a family, who work together to ensure the success of all our children. Our staff team is deeply committed to the new academy's transformation and future, and looking to create a vision for success, a culture of academic achievement and a nurturing environment in which students can thrive. A Church of England school whose only admission criteria is on distance, we welcome students of all faiths and none and we expect all members of staff to support and uphold the moral ethos of our academy.

We are looking to recruit a highly motivated **Biology teacher** with a commitment to academic excellence and helping every child succeed. Working as part of a small team, you will play an important part in developing the new academy's Science provision. You will plan and deliver high quality lessons and be committed to achieving excellent results for their students, instilling in them a love for the subject and a desire to learn.

### **Our ideal candidate will:**

- be passionate about teaching Biology and committed to achieving excellent results for their students
- demonstrate high levels of ambition and optimism regarding what the academy and its students can achieve
- have the resolve to make a real difference to the lives of pupils
- be committed to Ark's ethos of high expectations and no excuses

In return, you will have the opportunity to work with great colleagues and receive the support to develop yourself through an outstanding professional development programme. We offer attractive remuneration as well as a range of benefits including reduced gym membership and large retail discounts.

If you are seeking a challenging and highly rewarding position, enriching the lives of our students, we would be delighted to hear from you.

**Start Date:** September 2021

**Salary:** Competitive and TLR for an exceptional candidate

**Location:** Camberwell, London

*We value diversity and are committed to safeguarding and promoting child welfare. The successful candidate will be subject to DBS and any other relevant employment checks.*

**Job Description: Biology Teacher**

**Reports to:** Head of Department

**Start date:** September 2021

**Salary:** Competitive and TLR for an exceptional candidate

**The Role**

- To deliver outstanding teaching and learning of their subject and therefore help scholars achieve excellent academic results and be a role-model/impact the academy more widely.
- To design an engaging and challenging curriculum that inspires children to appreciate the subject and its application.

**Key responsibilities**

- To plan, resource and deliver lessons and sequences of lessons to the highest standard that ensure real learning takes place and scholars make superior progress
- To provide a nurturing classroom and academy environment that helps scholars to develop as learners
- To help to maintain/establish discipline across the whole academy
- To contribute to the effective working of the academy.

**Outcomes and Activities****Teaching and Learning**

- Enrich the curriculum with trips and visits to enhance the learning experience of all scholars
- With direction from the Head of Department and within the context of the academy's curriculum and schemes of work, plan and prepare effective teaching modules and lessons
- Teach engaging and effective lessons that motivate, inspire and improve scholar attainment
- Use regular assessments to set targets for scholars, monitor scholar progress and respond accordingly to the results of such monitoring
- To produce/contribute to oral and written assessments, reports and references relating to individual and groups of scholars
- Develop plans and processes for the classroom with measurable results and evaluate those results to make improvements in scholar achievement
- Ensure that all scholars achieve at least at chronological age level or, if well below level, make significant and continuing progress towards achieving at chronological age level
- Maintain regular and productive communication with scholars, parents and carers, to report on progress, sanctions and rewards and all other communications
- Provide or contribute to oral and written assessments, reports and references relating to individual scholars and groups of scholars
- Direct and supervise support staff assigned to lessons and when required participate in related recruitment and selection activities
- Implement and adhere to the academy's behaviour management policy, ensuring the health and well-being of scholars is maintained at all times
- Participate in preparing scholars for external examinations.

**Academy Culture**

- Support the academy's values and ethos by contributing to the development and implementation of policies practices and procedures
- Help create a strong academy community, characterised by consistent, orderly behaviour and caring, respectful relationships
- Help develop a small school/department culture and ethos that is utterly committed to achievement
- To be active in issues of scholar welfare and support
- Support and work in collaboration with colleagues and other professional in and beyond the school, covering lessons and providing other support as required.

**Other**

- Undertake, and when required, deliver or be part of the appraisal system and relevant training and professional development
- Undertake other various responsibilities as directed by the Head of Department or Principal.

## **Person Specification: Biology Teacher**

### **Qualification Criteria**

- Qualified to degree level and above
- Qualified to teach
- Right to work in the UK.

### **Experience**

- Experience of raising attainment in a challenging classroom environment
- Experience of reflecting on and improving teaching practice to increase scholar achievement
- Evidence of continually improving the teaching and learning of their subject through schemes of work and extra-curricular activities.

### **Knowledge**

- Up to date knowledge in the curriculum area
- Understanding of the strategies needed to establish consistently high aspirations and standards of results and behaviour.

### **Behaviours**

#### **Leadership**

- Effective team worker and leader
- High expectations for accountability and consistency
- Vision aligned with Ark's high aspirations, high expectations of self and others
- Genuine passion and a belief in the potential of every scholar
- Motivation to continually improve standards and achieve excellence
- Effective listening skills that lead to a strong understanding of others
- Commitment to the safeguarding and welfare of all scholars.

#### **Teaching and Learning**

- Excellent classroom teacher with the ability to reflect on lessons and continually improve their own practice
- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards
- Thinks strategically about classroom practice and tailoring lessons to scholars needs
- Understands and interprets complex scholar data to drive lesson planning and scholar attainment
- Good communication, planning and organisational skills
- Demonstrates resilience, motivation and commitment to driving up standards of achievement
- Acts as a role model to staff and scholars
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

#### **Other**

- Commitment to equality of opportunity and the safeguarding and welfare of all scholars
- Willingness to undertake training

*Ark is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. This process is outlined here, but can be provided in more detail if requested. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*