



## **Job Description: Director of Science**

**Reports to:** Vice Principal  
**Start date:** April 2022  
**Contract:** Permanent  
**Salary:** Ark Upper Pay Scale: AUPR1- AUPR5

### **The Role**

- To take a lead role in the creation of a transformational school community by developing and leading an exciting science curriculum which enables the highest level of pupil progress and attainment.
- To lead and manage teaching and support staff working in the science department
- To be part of a middle leadership team that are sharply focused on improving standards at the academy

### **Key responsibilities**

- Lead the development of all subject teachers and support staff in the science department
- Develop and maintain an outstanding quality of teaching and learning
- Further develop the curriculum at KS3 and KS4
- Ensure rigorous monitoring and assessment across the science department to enable students to achieve challenging targets

### **Outcomes and Activities**

#### **Leadership of the science department**

- Develop and review the science curriculum so that detailed schemes of work secure consistency and rigour and enable all students to enjoy and achieve at the highest possible level
- Establish a clear departmental plan and monitor and evaluate its delivery and effectiveness.
- Teach and model the delivery of rigorous and engaging lessons that motivate, inspire and improve pupil attainment
- Support the professional development of subject teachers and their training as appropriate
- Ensure the most appropriate mentoring, coaching and monitoring is in place to supervise and support beginner teachers and NQTs
- Establish strategies and systems to effectively develop, monitor and self-evaluate the department
- Manage the development of science resources effectively and efficiently
- Equip members of the department with effective strategies to ensure that all students are assessment proficient and can master the skills necessary for securing strong outcomes
- Organise appropriate intervention and enrichment opportunities to help accelerate progress and raise student attainment

#### **Curriculum setting and assessment**

- Ensure all staff have medium and long term plans to teach rigorous and rewarding lessons
- Ensure that the curriculum in science is appropriate yet stretching for all
- Implement regular and robust assessments that provide valid measures of student achievement
- Embed effective moderation of assessment practices to ensure reliability and validity
- Ensure all pupil data is understood and analysed by each member of your team so that it can be used to inform planning and intervention for sub-groups and individual students

**Accountability**

- When required, participate in recruitment, selection and induction activities
- Take responsibility for the line management, performance management and appraisal of staff in the department in line with Academy policy
- Manage the departmental budget and resources effectively and efficiently

**Academy Culture**

- Contribute to the development of an Academy culture and ethos that is utterly committed to high achievement and exemplary behaviour
- Live the values of the academy by modelling caring and respectful behaviour
- Support the academy's vision by contributing to the development and implementation of policies practices and procedures
- Work alongside other middle leaders to help create a strong community of learners, characterised by everyone seeking advice on how to improve and develop
- Support, work in collaboration and share best practice with colleagues and other professionals in and beyond the Academy

**Other department related issues**

- Offer enrichment opportunities that stretch and challenge
- Work closely with the SEN department so that low attaining students are supported in making rapid and sustained progress

**Other**

- Undertake other various responsibilities as directed by members of the SLT or Principal.
- Undertake the other main professional duties of a teacher as set out in the ARK schools pay and conditions of service document

## **Person Specification: Director of Science**

### **Qualification Criteria**

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

### **Experience**

- Experience of raising attainment in a complex urban environment
- Experience of establishing a high achieving department within a large and complex school environment
- Experience of leading, coaching and managing staff and securing accountability
- Experience of delivering consistently outstanding lessons to students at all key stages
- Experience of implementing behaviour management strategies consistently and effectively across a department
- Experience of supporting students of all ages and abilities to make excellent progress and achieve impressive examination outcomes
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating Schemes of Work
- Experience of leading successful enrichment and extracurricular activities which inspire and motivate learners.

### **Behaviours, skills and qualities**

#### **Leadership**

- Effective leader, team builder and coach
- Resilience, motivation and commitment to driving up standards of achievement and enabling
- Positive role model to staff and students
- Vision aligned with EGA and ARK's aspirations and high expectations of self and others
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence
- Commitment to the safeguarding and welfare of all pupils.
- Excellent communication, planning and organisational skills

#### **Leading the Curriculum**

- Able to lead the development and review of an appropriate curriculum and schemes of work in the Science department
- Effective coordination, delivery and monitoring of the assessment cycle
- Active monitoring of student progress
- High expectations for accountability and consistency

#### **Leading Teaching and Learning**

- Passionate about the teaching of science
- Outstanding classroom practitioner and subject mentor
- Ability to reflect on teaching and learning to continually improve the practice of self and others
- Thinks strategically about developing classroom practice and tailoring lessons to student needs
- Uses and interprets complex student data to inform planning and raise student attainment
- Creates a positive learning environment within the department

- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.
- Establish exemplary behaviour across a department

### **Personal Characteristics**

- Able to listen and empathise
- Able to influence and motivate others
- Excellent written communication skills
- Sustains energy, optimism and motivation in the face of pressure and setbacks
- Stays calm in difficult situations and maintains clarity of vision
- Makes decisions based on facts
- Open to change and new ideas

### **Other**

- This post is subject to an enhanced Disclosure and Barring Service check
- Commitment to equality of opportunity and the safeguarding and welfare of all pupils
- Willingness to undertake and contribute to professional development activities