

George Watson's College wishes to appoint a Probationary Teacher (Chemistry) for August 2018.

THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Founded in 1741 by a local merchant concerned for the education of young minds, it fulfils to this day the role intended by its founder. Despite its size, everyone remarks that it has a small-school 'feel': the close-knit and friendly relationships amongst all its constituents are a hallmark of the School. Its motto – *ex corde caritas* (Love from the Heart) – is central to its values as it seeks to sustain what is described as 'The Watson's Family'.

This tangible sense of togetherness is significantly enhanced by everyone being on one purpose-built site, which is located in the attractive residential district of Morningside, to the South West of the centre of Edinburgh. Edinburgh itself is the second strongest city economy in the UK, outside of London, with the highest percentage of graduates and professionally qualified adults in the UK and over 25% of school age children attending fee-paying schools. Watson's is proud of its independent status and, whilst remaining true to its Scottish roots, seeks to sustain and develop an international perspective. The curriculum is adapting to the innovations inherent in Scotland's Curriculum for Excellence and the new Scottish National Qualifications. Consideration may also be given to pupils wishing to take the International Baccalaureate Diploma programme.

The School welcomes a wide range of academic ability, and has very high academic standards, with 90% of pupils going on to Higher Education and a large proportion of pupils achieving outstanding success. Watson's also has excellent facilities, and offers a huge range of courses as well as extra-curricular activities. In addition, it has particular strengths in Sport, Music, Drama, Outdoor Education, Technology and in Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Melvyn Roffe, took up his post in 2014. Leadership of the Senior School is delegated to Gordon Boyd, Head of the Senior School, and the Senior School Leadership Team, including four Deputy Headteachers. A parallel structure exists in the Junior School.

The Senior School

Approximately two-thirds of pupils in the Senior School have progressed there from the Junior School. On arrival, they have a carefully worked out induction programme which includes a residential experience together in the first term.

In First and Second Year, a diverse and stimulating timetable balances challenging academic progression with a variety of learning experiences. Pupils study many of their subjects in their form classes but are set in English and Mathematics. This enables them to progress at a pace that provides the appropriate level of challenge and provides them with an opportunity to mix with the rest of their year group.

From Second Year, pupils discuss their personal targets and study options with teachers, through to their key certificate examinations, and we ensure that they choose subjects and levels that match their abilities and

aspirations.

At Watson's we are proud of the exceptionally broad range of certificate courses we offer. Available at various levels of certification within the national qualifications framework, our extensive provision includes subjects across the spectrum of arts, sciences and social sciences, with a notably wide selection of languages, including Mandarin Chinese.

It is important that we prepare pupils for the increased independence they will require after school. A programme of study skills encourages independent thought and enquiry. Throughout their time at Watson's, pupils make confident use of our outstanding IT facilities and our Library.

The Department

The department consists of 6 full-time members of staff, supported by a full-time Chemistry technician and Lab assistant. It is exceptionally well resourced and a programme of laboratory refurbishment has recently commenced.

The department teaches the foundations of Chemistry concepts from Primary 7 through to Senior 2 broadly in line with the experiences and outcomes of Curriculum for Excellence.

In Senior 3, pupils begin the National 5 Qualification and sit the final examination at the end of the Senior 4 year. A small proportion of students will be given the opportunity to change course to that of the National 4 Qualification if it is deemed more appropriate and in their best interests.

To support the delivery of the curriculum there is a wide variety of activities that take place throughout the year. These include a weekly S1 Chemistry Club, participation in Top of the Bench competitions, attendance at university lectures and a brilliant educational visit to Iceland. The Department is also an active participant in the Science and Engineering Society where pupils are encouraged to make links across all the STEM subjects and develop their leadership skills by organising events to promote STEM to their peers.

The department retains exceptionally high pupil numbers, achieves excellent results each year and can be considered a thriving, innovative, collaborative place to work and learn. It offers many opportunities to develop professionally and in conjunction with its excellent resources continually evolves to offer the best educational experience to all of its pupils.

PERSON SPECIFICATION

The person appointed will:

- be a trained and qualified graduate teacher of Chemistry, registered or eligible for registration with the General Teaching Council of Scotland;
- be an academically rigorous, dynamic creative and flexible teacher in developing new ideas and resources, as well as adapting to curriculum changes;
- be a team player with a drive for learning and teaching, who is keen to explore innovative and stimulating ways to use their passion and expertise to positively encourage the next generation;
- strengthen the existing strong team ethos in the department

JOB SPECIFICATION

Line Management

The Teacher of Chemistry will be accountable to the Head of Chemistry.

General Responsibilities

It is expected that the person appointed will contribute effectively in maintaining the ethos of high expectation and enthusiasm throughout the department and in the classroom.

The person appointed will be responsible for the learning and teaching of classes employing effective pedagogy, using their skill and experience to enable pupils to become self-regulated and successful learners in achieving their potential in the subject to the full.

They will abide by the Code of Conduct for Staff at George Watson's College.

A contribution to the wider life of the School is an expectation of all staff.

Specific Responsibilities

The person appointed will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile;
- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations;
- set high expectations for all pupils, to deepen their knowledge and understanding to maximize achievement;
- prepare and provide classroom activities that are appropriate to each year group and differentiated for learners' needs;
- be confident of their ability to work and respond to the needs of pupils and inspire the next generation of young chemists
- develop new resources and course materials, as directed by and/or in collaboration with the Head of Chemistry;
- assess, record and report on work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative;
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School.

Additional Responsibilities:

The Teacher should also be willing to undertake such other responsibilities as the Head of Department may from time to time reasonably require.

REMUNERATION

Teaching staff at George Watson's College are paid at a level which is currently 8% higher than the Scottish Teachers' Pay Scales. The salary is pensionable under the Scottish Teachers' Superannuation Scheme.

DISCLOSURE SCOTLAND - PROTECTION OF VULNERABLE GROUPS SCHEME

All staff must be prepared to undergo screening to confirm their suitability to work with children and young people.

CONTINUING PROFESSIONAL DEVELOPMENT / PROFESSIONAL REVIEW

All staff are required to participate in appropriate programmes of continuing professional development and undergo professional review as set out in the School's policy.

APPLICATION PROCESS

To apply, please send a letter of application of not more than 800 words giving us more information about you and why you are interested in the role, addressed to Mr Gordon Boyd, Head of Senior School. The letter, completed application form and diversity monitoring form must reach Jane Robinson, Head of HR by email (vacancies@gwc.org.uk) no later than noon on 24 April 2018.

Any specific questions relating to the advertised posts can be put directly to the Head of Department, Mrs Helen Inglis by email (h.inglis@gwc.org.uk)

Candidates called for interview will be asked to teach a lesson as part of the selection process.

If you require more information about the School, please visit our school website.

Closing date noon on 24 April 2018.

Interviews are scheduled to take place on 4 May 2018.