

Director of Science

Pay Range	L4-8 (LPR negotiable for the right candidate)
Responsible to	Senior Leader
Responsible for	Subject Specialists of Biology, Chemistry, Physics and Combined Sciences, Teaching Staff and Technicians

Subject Specific Job Purpose of the Director

- Be responsible for the strategic leadership and operational management of the Science provision at Maltby Academy
- Lead and manage a team of professionals to develop successful young scientists who progress to secure high-quality progression routes
- Ensure rapid improvement in the quality of consistently good or better teaching and learning, raise the attainment and progress of students and secure the prominent position of Science in the Progress and Attainment 8 Academy headlines

Generic Job Purpose of a Director

- Be a role model of highly effective teaching, learning and assessment and promote professional standards and expectations to young people, staff and broader community
- Promote the Trust's positive identity, 'Can Do' ethos, commitment to developing employability skills and lifelong learning
- Engage and inspire young people and professionals to develop a love of learning through strong subject specialist knowledge and broader experiences
- Equip all our young people to acknowledge and celebrate their skills, qualities and achievements, securing positive progression routes in a global market.
- Promote the professional development of staff, recognising and encouraging talented teaching and non-teaching professionals to excel

Strategic and Operational Leadership

- Ensure a broad, balanced and progressive Science curriculum Year 7-13, inspirational enrichment offer and robust assessment which promotes the STEM agenda
- Effectively implement Academy wide systems and processes of quality assurance, data analysis, self-evaluation and improvement procedures
- Regularly assess student performance, actively monitor, track and implement appropriate interventions (including for specific groups) to secure outstanding progress for all students
- Along with the Subject Specialists, remain the curriculum expert, keeping abreast of national developments, new methodological approaches in the Sciences and respond accordingly to change
- Ensure through in-service training (INSET), networking, wide-reading and discussion with relevant colleagues, an up-to-date knowledge of science education
- Liaise with the Assessment and Examinations Office, relevant exam boards and support networks, to maintain relevant accreditation and training
- Lead on the production and evaluation of the subject development plan and provide Academy leaders with an appropriate strategic overview
- Provide coaching and mentoring to Science leaders and share expertise in departmental improvement

Leading Teaching and Learning

- Secure consistently highly effective first wave teaching and learning across each key stage and Science disciplines in every classroom, every day
- In liaison with the Subject Specialists, effectively lead, manage and deploy teachers/ associate professionals, financial and physical resources within the department to support student learning and secure value for money
- Promote a culture and drive for an open dialogue regarding learning and teaching, provide opportunities to share good practice through open classrooms and teacher contributions to department meetings and INSET
- Participate in the recruitment process for vacant posts as required and ensure effective induction of new staff in line with MLT procedures

Leading and Managing Staff

- Be responsible for the day to day line management of the Science team, secure the safeguarding of young people and adults and ensure the department improvement focus fully reflects the Trust's distinctive vision and ethos
- Participate in and facilitate the engagement of the department in relevant Professional Learning and Development (PLD) opportunities to secure highly effective practice/ teaching and learning/provision
- Contribute to and lead on the Professional Learning and Development of other professionals
- Provide the professional support and challenge when managing the performance of others
- Engage actively in the Appraisal Review Process as Appraiser and Appraised
- Collaborate effectively, sustaining partnerships with parents, stakeholders, business, educational and broader community.
- Promote teamwork and motivate staff to ensure effective working relationships
- Attend all science/relevant Academy events including periods of examination results

Standards and Expectations

- Ensure that Health and Safety/Safeguarding policies and practices, including Risk Assessments, across the department are in-line with national and Trust requirements and are updated where necessary
- Actively promote and model the collective responsibility for managing the personal development, behaviour and welfare of all young people and promote opportunities to link achievement, engagement in learning and pastoral care
- Contribute to the development of policies and practice which promote inclusion, equality and the extended services that the school offers.
- Scope, allocate and account for departmental/area capitation to ensure the curriculum/provision/ school improvement work provides value for money and delivers excellent outcomes
- Maintain discipline in accordance with Academy procedures and encourage good punctuality, attendance, behaviour, standards of work and homework/prep learning
- Recognise, reward and celebrate the success of students and staff
- Contribute to PSHE, SMSC development and model British Values according to Trust/ Academy policy.
- Ensure the Behaviour Management and rewards systems are implemented so

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that effective learning can take place.

- Implement statutory national guidelines, Trust and specific Academy policies and procedures which:
 - promote and safeguard the welfare of young people (as in 'Keeping Children Safe in Education' and Child Protection policy)
 - ensure Health and Safety practices, including Risk Assessments are in line with national and Trust requirements
 - promote working practice (MLT Code of Conduct)
- Meet the Teachers' Standards (Part 1 & 2) at a level appropriate to stage of career.
- Be highly competent in all elements of the Teachers' Standards. (Upper Pay Range teachers.)
- Sustain substantial achievement and contribution to the department and more broadly. (Upper Pay Range teachers.)

This Role Description is to be performed in accordance with the provisions of the School Teachers' Pay and Conditions Document and pursuit of the 'National Standards of Excellence for Headteachers' (2015) underpins this role.

The aim of the Role Description is to indicate the general purpose and level of responsibility of the post. Duties may vary from time to time without changing the character of the post or general level of responsibility. This is an outline Role Description only and the post holder will be expected to undertake duties commensurate within the range and grade of the post or any lesser duties as directed by the Principal.

Maltby Learning Trust is committed to safeguarding the welfare of children and expect all staff to share this commitment. An Enhanced DBS Disclosure is required for all staff.