

---

## JOB DESCRIPTION

---

<b>JOB TITLE:</b>	Pathway Leader – Science
<b>REPORTING TO:</b>	Director of Curriculum
<b>RESPONSIBLE FOR:</b>	Deputy Pathway Leader, Teaching Staff
<b>SALARY:</b>	£51,509 - £56,105 per annum
<b>HOURS:</b>	Full Time, Permanent
<b>ANNUAL LEAVE:</b>	40 days, plus bank holidays

---

### **Purpose of the Role:**

To provide leadership for the Pathway focused on securing high quality teaching and learning which leads to excellent outcomes for our students. Working co-operatively with others, to engage in collaborative leadership designed to secure the achievement of the College's strategic priorities.

### **Key Responsibilities:**

- To take the lead in developing and maintaining a highly positive learning climate for students and staff across the Pathway, ensuring teachers use effective practices as set out in the Monoux Teacher and maintain positive relationships with their students, and that students take responsibility for their learning and progress.
- To drive the performance of staff, dealing decisively with poor performance and motivating the team to raise the performance bar and take accountability for delivering on goals, creating conditions for progress above and beyond the average.
- To lead through and model a positive approach to change, building an engaging vision for staff and students, and clearly explaining the case for change so that people commit at all levels to the chosen direction.
- To lead on all aspects of quality across the pathway, demonstrating an uncompromising commitment to continuous improvement so that all students get a consistently good experience, and all external stakeholders are well satisfied with performance.
- To participate in discussions about bold and creative action ideas and actions, and to communicate clearly, frequently and with integrity with the team and colleagues so that plans are carried out with pace.
- To inspire students to take responsibility for their performance and to behave in ways which will help them to progress and excel; to intervene and hold honest conversations with students and their parents/guardians about performance.

- To build networks and collaborate across boundaries, assisting in the recruitment of new students and helping existing students benefit from good support and good progression routes and employment opportunities.
- To manage resources astutely, planning ahead and adapting plans as necessary to meet strategic responsibilities so that teachers are well deployed and budget constraints are met.
- To drive accountability, keeping in touch with student views, performance data and leading on a programme of learning walks and lesson observations, and making sure that work is marked and assessed regularly and accurately.
- To invest time and energy in creating a culture of development, feedback and coaching, creating opportunities for talent to step up and grow.
- To teach an agreed timetable, maintaining good practice as outlined in the teaching person specification and job description.
- To lead, support or take part in any cross college initiatives as a member of the College Management team.

Note: This job description may be amended from time to time as business needs develop or change. Any changes will only take place following consultation with the post holder.

### **General Responsibilities**

- **SAFEGUARDING** - All staff are expected to safeguard and promote the welfare of students. All staff are also required to complete safeguarding training and attend further training as needed.
- **EQUAL OPPORTUNITIES** –We are committed to the equal opportunities for all. Staff are expected to act in accordance equal opportunities policy and practice.
- Support the aims and ethos of the college and promote and work in accordance with College policy and practice
- Carry out any other duties commensurate with the general responsibilities of the post.
- To undertake and/or support the delivery of any training or development as required by the College.

## PERSON SPECIFICATION Pathway Leader – Science

	Essential/ Desirable
<b>Qualifications</b>	
A degree or equivalent qualification	E
Teaching Qualification- i.e. PGCE, Diploma in Education and Training or equivalent	E
<b>Experience</b>	
Experience of collaborating and building networks with others	E
Experience of raising and maintaining high standards of student attainment and progress	E
A proven track record of excellent teaching and learning	E
Experience of analysing and using student data to develop action plans and improve outcomes	E
Experience of curriculum development	D
Experience of successfully leading and developing a team	D
<b>Skills &amp; Abilities</b>	
Ability to motivate and lead others through change and continuous improvement	E
Ability to raise standards of individual and team performance	E
Ability to identify and assess levels of risk and take appropriate action	E
Ability to foster and promote positive relationships with students	E
Ability to communicate effectively with others	E
Effective coaching and mentoring skills	D
<b>Knowledge and Understanding</b>	
Knowledge of post-16 provision and progression routes.	E
An understanding of the needs and motivations of young people	E
A solid understanding around issues of safeguarding	E
Up-to-date knowledge of developments in research and best practice with regard to learning and teaching	D
<b>Personal Attributes</b>	
Brings news ideas and perspectives	E
Communicates with integrity	E
Emotionally intelligent and able to build trust with others	E
Acts fairly and decisively	E
Is assertive when dealing with issues of performance or behaviour	E
Acts as a college champion and strives to improve performance	E