



# Head of Chemistry

Required for September 2021





# WELCOME

Thank you for considering the role of Head of Chemistry at North London Collegiate School.

North London Collegiate School was founded in 1850 by Frances Mary Buss, a pioneer in girls' education, and was the first girls' school in the UK to offer girls the same educational opportunities as their male counterparts. We aim to nurture and develop independently minded young women who have the drive to take advantage of the most of any opportunity they encounter and the desire to make a positive difference in the world.

As the Good Schools Guide 2020 says, "If you're looking for an unashamedly ambitious and academic school, look no further".

We are proud of our reputation as one of the top academic schools in the country, consistently achieving excellent results and with an impressive record of our students securing places at Oxbridge, Ivy League and other top universities. However, examination success is only part of the picture. As I explained in a keynote speech at the national Girls Schools Association conference entitled "Keeping Scholarship at the Heart of Education", at NLCS we often say our girls are not students of history or computer science, but they are historians and computer scientists, such is their passion for their subjects.

Thank you for your interest in this post. I look forward to meeting you in the future.

Best wishes

Sarah Clark, Headmistress



# The School

Founded in 1850 and occupying an estate dating back to the 18<sup>th</sup> century, North London Collegiate School has an international reputation for academic excellence, combined with exceptional pastoral care and extra-curricular achievement. North London Collegiate is an academically selective school with around 780 students in the Senior School and over 300 pupils from the age of 4 in the First and Junior Schools. The School aims to provide an ambitious education for all its students through our established values of academic endeavour, excellence, pastoral care and international mindedness.

Examination results are outstanding, regularly placing the School in the top ten in The Times and The Telegraph League tables. In 2019, 89% of GCSE results were awarded grades 9/8, placing NLCS as the top performing school in the country. In addition to A levels, we offer the International Baccalaureate in the Sixth Form and have had an outstanding record of success. Our students gain an average point score of 40 or more, placing us as one of the highest-achieving IB schools in the world. Places are heavily oversubscribed, and entry is extremely competitive.

Our leavers receive offers from an impressive range of University destinations including Oxford, Cambridge, Harvard, Yale and Princeton, as well as other leading universities such as Warwick, Edinburgh, UCL and Imperial. We are extremely proud of our Alumnae (Old North Londoners), who have achieved international prominence in a wide variety of career pathways from music, drama and the arts through to science, sports, politics and the law.

We have an extensive schedule of extra-curricular activities including a weekly speakers' programme for all students in Years 11, 12 and 13. NLCS students regularly reach the finals of national and international competitions, such as FI in schools, chess, Young Enterprise, coding and debating. There is also a remarkable commitment to outreach and charity work, reflecting the rich and harmonious diversity of the school.

Following the opening of three partnership schools, NLCS Jeju (South Korea), NLCS Dubai, and NLCS Singapore, staff in the UK have opportunities to be involved in monitoring visits to these overseas schools, and to be involved in the recruitment and training of their staff. Teaching departments in all the schools are linked via Communities of Practice, which provide a forum for collaboration on projects between teachers and students, sharing of good practice and exchange of ideas.







# The Role

This is an exciting opportunity for a new or existing middle leader to lead a vibrant subject area in the Senior School. The Chemistry department is a busy and dynamic department, with approximately 60 students studying the subject post 16. Both higher level and standard level courses as part of the international baccalaureate diploma program, alongside CAIE international A-Level. The Head of Chemistry will support the work of the Head of Science and work closely with the other STEAM departments to continue to provide a breadth of exciting academic extra-curricular opportunities along side outstanding lessons. As a head of department, they will make the provision of an ambitious education, where every pupil is enabled to make the most of their intellect and abilities a top priority.

# Curriculum

We are an unashamedly selective school. All three Sciences are thriving option subjects for students at Sixth Form and Biology, Chemistry and Physics are popular and successful subjects at NLCS. As with all curriculum areas , Key Stage 3 students go beyond the requirements of the National Curriculum. In Year 7, pupils study Science, moving to the study of separate sciences in Year 8 and above. At GCSE, students study the Edexcel IGCSE course in all three sciences separately.

In Sixth Form, students can opt for sciences courses following CAIE International A Level or science courses in the IB Diploma .

# The Department

The school is forward-looking both in terms of technology and pedagogy. The post holder will both continue to provide a curriculum fit for purpose in the 21st Century and will lead the department in the innovative provision of Chemistry.

The department is well resourced with well-equipped laboratories, expert technicians and a prominent position within the school. The academic staff in the department are skilled subject specialists and committed and dedicated to teaching their subject with passion and enthusiasm.

# STEAM

As a school, we embrace a STEAM vision, this seeks to encourage students to apply their understanding across disciplines. To this end, we have launched a variety of activities for all age groups which require scientific skills in addition to work in other subject areas. There are plans for a more significant incorporation of science enrichment into our whole school provision. The right candidate would be keen to become involved in this development within the school.



# Extra-Curricular Activities

The Chemistry Department currently offers numerous extra-curricular clubs and enrichment activities. Student societies play a pivotal role at NLCS, the Science Department run several of these including: Medical Society, Engineering Society, Environmental Awareness, Animal Welfare and the ever popular Science Café.

In addition to the traditional Science enrichment, our STEAM vision encourages students to apply their understanding and creativity and across disciplines. The Science department also has a pivotal role in our student engagement to our commitment to carbon neutral status by 2030.

## Professional Opportunities and Development

There is a strong culture of professional development at the School, rooted in the expectation that all staff proactively seek to develop their practice throughout their time with us. A fortnightly Teaching and Learning Forum offers staff the opportunity to present and discuss academic research, while the active Journal Club encourages colleagues to keep abreast of the latest research discourse. In addition to this, there are regular learning walks and guided lesson observations with senior members of staff, to encourage colleagues to think critically about their own teaching and experiment with new approaches.

Internal promotion and professional development posts are advertised to all staff. In addition, the School also offers a number of generous external opportunities for staff, to expose them to wider educational experiences.

The School works closely with The Prince's Teaching Institute which provides residential, subject specialist teacher training to the maintained sector. The School invests in 'unlimited' membership of the PTI, which offers our staff the opportunity to attend their full programme of events. It is important for our teachers to refine their knowledge to further enhance the academic rigour of their lessons. To this end several of our academic staff lead PTI sessions in their own specialist areas.

As part of the wider Senior School, we benefit from being able to attend the Senior Societies lecture series given by eminent speakers, including, Margaret Beckett, John Bercow, and Conrad Wolfram. Staff are also encouraged to share their passions through our Nicholson Lectures series. Colleagues present their own research on areas of academic or personal interest. These lectures occupy a prestigious place in our academic calendar, occurring fortnightly and well attended by staff and students alike.

All of these opportunities enable colleagues to become better and more rounded academics and teachers, and our staff relish the chance to get involved in such activities.





# Person Specification

	Essential criteria	Desirable criteria	Measured by
<b>Education &amp; Qualifications</b>	<ul style="list-style-type: none"> <li>Strong academic qualifications in Chemistry or other closely related field</li> <li>Recent subject related professional development</li> </ul>	<ul style="list-style-type: none"> <li>Further study beyond degree level</li> <li>Evidence of middle leadership professional development</li> </ul>	Application
<b>Skills &amp; abilities</b>	<ul style="list-style-type: none"> <li>Excellent communication skills, both written and verbal</li> <li>Evidence of innovative teaching and application of pedagogical strategies in the classroom</li> <li>Effective use of assessment data</li> <li>Evidence of leading enrichment</li> <li>Ability to enthuse others about Chemistry</li> <li>The ability to lead colleagues</li> <li>Evidence of a commitment to pastoral care</li> <li>The ability to place decision making within the wider context of the school</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of leading colleagues</li> <li>Evidence of leading a whole school project</li> <li>Evidence of work in Chemistry beyond a school environment</li> </ul>	Application interview
<b>Experience and knowledge</b>	<ul style="list-style-type: none"> <li>Evidence of innovative teaching and application of pedagogical strategies in the classroom</li> <li>Evidence of leading enrichment activities with students</li> <li>Evidence of professional development in observation of colleagues particularly in the evaluation of student learning</li> <li>Evidence of working collaboratively</li> <li>Knowledge of curricular developments and other related issues</li> <li>Experience of planning schemes of work</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of subject leadership perhaps gained as a Head of Chemistry or Key Stage</li> <li>Evidence of leading meetings, INSET, departmental projects or other areas beyond your own classroom</li> <li>Evidence of the organisation of departmental enrichment activities</li> </ul>	Application Interview
<b>Other</b>	<ul style="list-style-type: none"> <li>Well organised</li> <li>Ability to prioritise</li> <li>Reflective practitioner</li> </ul>		Interview





## Terms & Conditions Pension

The successful candidate will be eligible to join the Teachers' Pension Scheme.

## Staff Benefits

- Some staff accommodation is available on site
- There is free use of the School's coach service and exclusive use of the indoor swimming pool, fitness suite and sports hall
- Staff children who are selected to join the Senior School enjoy 25% fee remission (for up to two daughters)

## Appointment Procedure

Candidates should apply through our recruitment system by clicking [here](#). Applicants should submit the following:

- A one-page letter of application
- Completed Application Form. CVs are welcome alongside the Application form
- References will be taken prior to interview unless indicated otherwise

*The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be asked to apply to the Disclosure and Barring Service for an Enhanced Disclosure.*

## Key dates

Closing Date for applications is **Thursday 15<sup>th</sup> April 2021 at 09.00am**

Selected candidates will have a first-round interview on the 19<sup>th</sup> April. Second round interviews will be held on Wednesday 21<sup>st</sup> April 2021.





North London  
Collegiate School



Founded 1850