

# Director of Computer Science Harris Academy Wimbledon

Leadership Scale 4—8 (Inner London)

+ Pension Scheme (TPS) + Harris Wellbeing Cash Plan + Additional Harris Benefits

Start date: September 2025

For a confidential discussion about this post with the Principal, more information or to arrange a visit, please contact the school on 020 3962 4300 or [info@harriswimbledon.org.uk](mailto:info@harriswimbledon.org.uk)



The Harris Federation and all our academies are committed to ensuring the highest levels of safeguarding and promoting the welfare of children and young people, and we expect all our staff and volunteers to share this commitment. All offers of employment are subject to an enhanced Disclosure and Barring Service (DBS) check, references, an online search, and where applicable, a prohibition from teaching check will be completed. Before applying, please review our Policy Statement on the Recruitment of Ex-Offenders.

Dear Applicant,

Thank you for taking the time to learn more about Harris Academy Wimbledon.

We are an '*Outstanding*' (Ofsted 2023) secondary academy, established in 2018 to provide an excellent education for children in Wimbledon.

Two years after opening, we moved into our brand-new building which is modern, bright and equipped with state-of-the-art facilities in every area of the curriculum. We are oversubscribed and fortunate to have an amazing level of support from the community with waiting lists for entry into every year group of our academy.

We promote high levels of academic achievement across the curriculum, encourage participation in extra-curricular opportunities and empower students to make decisions wisely. The curriculum is rich, diverse and personalised ensuring every student achieves his or her true potential. Academic success goes hand-in hand with a rich variety of enrichment and extra-curricular activities; these help foster a spirit of aspiration, resilience and joy in learning.

Professional learning is at the heart of the academy, supporting all staff in their development. The academy has a growth mindset approach where industry and commitment are seen as cultural virtues. Development of resilience, self esteem, managing risks/consequences and the ability to work effectively together all form a key part of the pastoral provision.

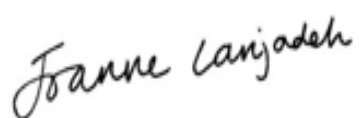
We are looking for a hardworking, ambitious and dynamic Director of Computer Science to join Harris Academy Wimbledon at this exciting time. You will have excellent opportunities to engage in wider Harris Federation academy improvement and professional development activities.

The Director of Computer Science will be a well-qualified specialist, holding QTS (or equivalent) and a relevant undergraduate degree, you will have the ability to teach from KS3 to KS5. We are looking for a strong communicator with proven skills in engaging with, inspiring and motivating, not just the school community but the wider community.

There is a great deal of collaborative working and sharing of good ideas about what works within secondary academies at Harris. The successful candidate will be joining a friendly and outward looking group where professional development and progression opportunities are second to none.

I look forward to receiving your application.

Yours sincerely,

A handwritten signature in black ink that reads "Joanne Larizadeh". The script is cursive and fluid.

Joanne Larizadeh

Principal





An exceptional place  
to learn and teach



- 'Outstanding' (Ofsted 2023) secondary academy
- Brand-new building with state-of-the-art facilities
- Oversubscribed with waiting lists for entry into every year group
- We value our exceptionally dedicated and talented staff whose hard work enables our students to leave us academically successful, and as well-rounded individuals
- Our motto is 'make a difference' and our students and staff give nothing except their very best in pursuit of making a difference to their lives and the lives of others around them

## A dynamic, inclusive and supportive team

Harris Academy Wimbledon is the perfect place to kickstart your teaching career or build on your expertise and progress into leadership. We offer a unique and dynamic teacher-centred approach to professional development comprised of five pathways:



### 1 Instructional Coaching

Weekly  
Peer-to-peer  
coaching for  
all teachers



### 2 Professional Development

Bi-weekly  
From 'expert  
coaches' and  
external providers



### 3 Beginner Teacher Training

Weekly  
Instructional  
coaching &  
Federation CPD



### 4 Subject-specific CPD

Weekly  
Responsive  
to department  
priorities



### 5 Formal Accreditation

Ongoing  
NPQs, Diverse  
Leaders Programme,  
part-funded masters

# At HAWI we really take care of our staff



Loyalty bonus



£1.5K HAWI allowance



Competitive pension



Cycle to work scheme



Interest-free ICT loan



Gym & leisure discounts



Comprehensive induction



Free counselling & advice



Flexible working



Priority admissions for children of HAWI staff



Interest-free season ticket loan



Sports and social activities

# Job Purpose

The job purpose and job description will evolve and develop as the academy grows, in discussion with the person appointed.

- To be accountable for student progress and development in Computer Science in every year group as the academy grows, including meeting student achievement targets which are agreed by the Principal and Governing Body.
- To achieve high standards for teaching and learning across the subject area through continuously, developing and enhancing the quality of provision.
- To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for students in the subject area in accordance with the Academy aims and policies, as determined by the Principal and Governing Body.
- To ensure that all school policies and procedures are implemented and applied consistently by all staff in the subject area.
- To effectively and efficiently manage and deploy teaching/support staff, financial and physical resources across the subject area.
- To lead whole school Computer Science projects including deep learning days.

## Main Areas of Responsibility

### Operational/Strategic Planning

- To lead on rigorous self-evaluation and review of subject area performance, recording outcomes with evidence in a focused, precise and evaluative manner in the Subject area self-evaluation form (SSEF) which will feed into the whole Academy self-evaluation form (SEF).
- To formulate, in conjunction with the subject team, an annual subject improvement plan (SIP) which supports the academy improvement plan (AIP).
- To lead on the development of appropriate syllabuses, resources, schemes of work, marking and assessment policies and teaching and learning strategies, that are innovative, will motivate students to learn and raise achievement across the subject area.
- To ensure that the work in the subject area fully reflects the Academy's distinctive ethos and mission, and that the values are systemic to our teaching and learning approaches.
- To foster and oversee the application of numeracy and ICT in the subject area, including the development of materials.
- To ensure that Health and Safety policies and practices, including risk assessments, throughout the subject area are in-line with national requirements and are updated where necessary, therefore liaising with the Principal.

### Curriculum

- To ensure the delivery of an appropriate, comprehensive, high quality and cost effective curriculum that has high expectations of achievement for all students.
- To lead development of the subject and its delivery, reviewing it regularly in the light of academy and national policies, as well as the impact on achievement.
- To be responsible for the selection of appropriate examination syllabuses, ensuring coverage and providing the examination office with accurate and appropriate information when requested.
- To work with staff in order to embed whole school Languages projects including deep learning days.
- To lead enrichment and extra-curricular activities across Languages. Ensure students have regular access to external speakers.

# Main Areas of Responsibility

## Staff Development: Recruitment and Deployment of Staff

- To build an effective team of motivated teaching and support staff who share the Academy vision of high achievement for all students.
- To be responsible for the performance management of staff in the subject area, in line with the academy performance management policy.
- To monitor the efficient and effective deployment of the faculty's technicians/support staff and contribute to their performance management process.
- To liaise with the Principal on all matters concerning recruitment and retention of staff, including participation in any interview process to ensure recruitment of high quality personnel.
- To be responsible for the day to day management of all teaching and support staff in the subject area and to act as a positive role model.
- To make appropriate arrangements for classes when staff are absent.
- To participate in the academy ITT and NQT training and induction programmes.

## Quality Assurance

- To ensure that challenging targets for achievement are set, communicated to staff and students and that all staff work positively towards reaching them
- To work with the subject team to monitor and evaluate the work of the subject area, in line with agreed academy procedures, including evaluation against quality standards and performance criteria.
- To be accountable for ensuring rigorous and effective systems of self-evaluation and review are carried out in line with school policy and that information collected through the process is used to make changes that will impact positively on student achievement

## Management of Information

- To ensure the input and maintenance of accurate student data and information as requested and in line with the academy assessment policy.
- To make use of analysis and evaluate performance data provided in comparison with academy, local and national performance.
- To identify and take appropriate action on issues arising from evaluation of data, setting deadlines where necessary and reviewing progress on the action taken.
- To produce reports on student progress and attainment within the quality assurance cycle for the subject area, including for governors when requested.

## Communications

- To ensure all members of staff are familiar with the aims, objectives and policies of the school and the subject area.
- Ensure effective communication/consultation as appropriate with the parents/carers of students.
- To attend meetings as appropriate
- To communicate with partner schools, higher education, industry, examination boards, awarding bodies and other relevant external agencies as appropriate.
- To organise regular subject area meetings and to ensure that the interests of the subject area are represented at appropriate meetings.
- To arrange details for internal and external examinations, ensuring clear communication to parents and students.



# Main Areas of Responsibility

## Marketing and Liaison

- To contribute to the academy liaison and marketing activities.
- To lead development of effective subject links with partner schools and the community, attending where necessary events in partner schools
- To ensure the effective promotion of the subject at open days/evenings and other events.

## Management of Resources

- To manage the available resources of space, staff, delegated budget and equipment effectively within the policies and procedures laid down by the academy.
- To work with the Academy Leadership Group to ensure that the subject areas teaching commitments are effectively and efficiently time-tabled and roomed.
- To ensure the academy health and safety policies and practices, including risk assessments, throughout the department are in line with national requirements and are updated where necessary.

## Pastoral System

- To be house tutor to an assigned group of students and carry out the duties associated with this role, including teaching Human and Life skills.
- To promote the general well-being of the individual and of the house as a whole.
- To participate in assemblies.
- To participate in after-hours activities with students.
- To communicate as appropriate, with the parents of students and with external agencies concerned with the welfare of the students.
- To contribute to and implement the Academy policy on rewards and support taking responsibility for student behaviour.
- To monitor students attendance and punctuality together with students' progress and performance in relation to targets set for each individual, ensuring follow-up procedures are adhered to and that appropriate action is taken where necessary.
- To ensure the Behaviour Management system is implemented consistently in the subject area, so that effective learning can take place.
- To liaise with the Director of Upper/Lower school where a student is causing concern, attending planning meetings where appropriate.

## Teaching

- To undertake an appropriate programme of teaching as directed by the Principal.
- To plan and prepare courses and lessons in line with Academy policy.
- To contribute to the whole academy's planning activities.
- To assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required.
- To provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students.
- To ensure a high quality learning experience for students which meets internal and external quality standards.
- To prepare and update subject materials.
- To ensure effective and efficient deployment of classroom support.
- To use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus.
- To maintain discipline in accordance with the Academy's procedures and to encourage good practice with regard to punctuality, behaviour, standards of work and homework.

# Main Areas of Responsibility

- To undertake assessment of students as requested by external examination bodies, subject area and Academy procedures.
- To mark, grade and give written/verbal and diagnostic feedback as required.
- To lead in the development of appropriate syllabuses, resources, schemes of work, Assessment for Learning, Behaviour for Learning policies and implementation of strategies for raising achievement the subject area.
- To teach students according to their educational needs, including the setting and marking of work to be carried out by the student

## Academy Ethos

- Undertake whole Academy duties as outlined in responsibilities agreed each year.
- Monitor and support the overall progress and development of students as a teacher.
- To engage actively in the performance review process, addressing appraisal targets set by the line manager each Autumn term.
- To promote equal opportunities and celebrate diversity in all aspects of the academy.
- To play a full part in the life of the Academy community, to support its distinctive aim and ethos and to encourage staff and students to follow this example.
- To promote actively the Academy's corporate policies.
- To comply with the Academy's Health and Safety policy and undertake risk assessments as appropriate.
- To show a record of excellent attendance and punctuality.
- To adhere to the Academy's Dress Code.
- To undertake any other duty as specified by School Teachers' Pay and Conditions Body (STPCB) not mentioned in the above.





# Person Specification

	Essential	Desirable
<b>Knowledge &amp; Experience</b>	<p>Graduate (with a good degree).</p> <p>Qualified Teacher.</p> <p>Minimum of five years teaching experience.</p> <p>Proven success in raising achievement across at least two key stages.</p> <p>Evidence of leading, supporting and managing others, both individuals and teams, ensuring high quality performance.</p> <p>High level of ICT skills and experience of how new technologies can be used to raise achievement.</p> <p>Recent experience of involvement in innovative curriculum development.</p> <p>Experience of presenting to a wide audience.</p> <p>Understanding of how whole Academy strategies can be used across the curriculum to raise standards.</p> <p>Evidence of continuous self-development and updated knowledge in the fields of teaching and learning and education management, particularly in the areas of responsibility for this post.</p>	<p>Experience in multi-ethnic urban schools.</p>
<b>Skills &amp; Abilities</b>	<p>To be an outstanding teacher.</p> <p>The ability to make sound judgements on standards of teaching and learning observed, giving quality feedback.</p> <p>Proven ability to identify and implement strategies to raise standards of Teaching and Learning.</p> <p>Ability to lead and manage own work effectively and take responsibility for own professional development.</p> <p>Excellent communication and presentation skills.</p> <p>Ability to enhance performance by motivating and developing staff, helping them acquire the skills to improve.</p>	
<b>Personal Qualities</b>	<p>A passion for education and making a difference.</p> <p>Ability to work under pressure and meet deadlines.</p> <p>The ability to motivate others to high expectations.</p> <p>Energy, enthusiasm and a good sense of humour.</p> <p>Emotional maturity and resilience dealing with challenging situations.</p> <p>Awareness of and commitment to equal opportunities and valuing diversity.</p> <p>The aspirations, talent and enthusiasm to become a Principal.</p>	

We will consider any reasonable adjustments under the terms of the Equality Act (2010) to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post. The job-holder will ensure that academy policies are reflected in all aspect of his/her work, in particular those relating to:

- Equal Opportunities
- Health and Safety
- General Data Protection Regulations (2018)
- Safeguarding children

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0203 962 4300 or [info@harriswimbledon.org.uk](mailto:info@harriswimbledon.org.uk)

Thank you for your interest in our school. We look forward to receiving your application.

*If you think a career with us is right for you, discover more at:*  
[www.harriscareers.org.uk](http://www.harriscareers.org.uk)

