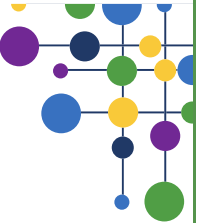




Thornhill Community Academy

Assistant Director of Science

Application Pack



Welcome from the CEO

March 2020

Dear Applicant,

Thank you for taking an interest in the vacancy based at Thornhill Community Academy. I hope the materials enclosed in this pack give you a good sense of what makes the trust a special place to work and provides the information you need about the post. I hope you enjoy the visit if you are able to attend, please do not hesitate to contact us if you need anything further.



Our belief in “Valuing People, Supporting Personal Best” means we are committed to investing in our staff, to help them be happy at work, to provide the support they need to achieve the highest standards they are capable of and to offer the training or guidance they need to undertake their jobs effectively. For example, everybody is encouraged to use a personal development plan, to set their own objectives and to take responsibility for their own improvement priorities. We define effective leadership as “helping others to achieve their best” and that is what your line manager will try to do for you.

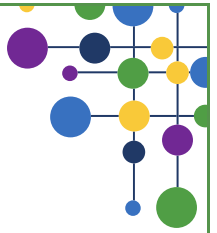
It is important to read the information provided carefully. We want you to be happy in the role you are applying for and committed to performing the job to the best of your ability.

I very much hope you are encouraged to apply for the position and look forward to meeting you soon.

Yours faithfully,

John McNally
CEO





SHARE Multi-Academy Trust is a charitable trust currently consisting of three secondary and five primary schools in West Yorkshire. Our schools are: Shelley College, Huddersfield; Thornhill Community Academy, Dewsbury; Heaton Avenue Primary School, Cleckheaton; Millbridge Junior, Infant and Nursery School, Liversedge; Cowlersley Primary School, Cowlersley; Royds Hall Community School, Beech Primary School and Luck Lane Primary School, Huddersfield.

We believe in helping staff and students achieve their personal best and are keen to recruit the very best talent to our Trust. As well as being part of the Trust, some of our schools are National Support Schools and National Teaching Schools and as such, we can offer our staff a wealth of career development opportunities and the support you need to enjoy your role.

More than six hundred people work hard across the Trust to ensure we provide the very best education and service across all our schools, from invigilators joining us for a few hours a year, through flexible part-time work to many full-time teaching and support roles.

At SHARE MAT, we aim to:

- Encourage all our students to go beyond what they think they can achieve, to enjoy learning, helping them to lead healthy and happy lives
- Equip our staff to deliver their best every day
- Ensure our staff are happy at work, taking pride in students' progress and development
- Deliver training and guidance relevant to job role so expectations are understood and staff feel motivated
- Offer great benefits making us the employer of choice, including outstanding CPD, supportive line management and networking opportunities across the MAT to aid personal development

If you share our passion for challenging, improving and making our schools the best they can be, we'd love to hear from you.



Dear Applicant,

Thank you for your interest in the post of Assistant Director of Science, a role we are excited to be recruiting to.

At Thornhill Community Academy our rules are very simple: be nice, and work hard. We believe in the power of *clarity*; we believe in doing a *few* things which have a genuine impact, but doing them *exceptionally*. We have a firm commitment towards achieving our goal of becoming an outstanding Academy, and we are proud to serve the community that we do.

We are also proud to be a part of SHARE Multi-academy trust and Green Light Teaching Alliance, meaning we can offer the successful candidate access to a fantastic support network, CPD and opportunities to develop practice across the trust.

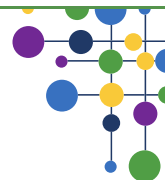
We are 'A School, A Family, A Community', and our mission is to improve the life chances of every single one of our students. We are proud of the excellent teaching and learning which happens on a daily basis, which is supported by exceptional standards of behaviour within a safe and inclusive environment.

Before applying, I encourage you to come and visit us, speak to our brilliant staff, meet our wonderful students, and see what goes on every period of every day. If you have any questions about this post, please do get in touch and ask us.

I look forward to meeting you, and to you joining our school, family and community.

A handwritten signature in black ink, appearing to read 'MCB', followed by a stylized flourish.

Mr Matthew Burton
Headteacher
Thornhill Community Academy



Assistant Director of Science Role Profile

Role Title	Assistant Director of Science	Reporting to	Share MAT Core Director of Science
Section	Science		
Contract type	Permanent	Grade / Salary	MPR/UPR as appropriate plus TLR 2b

Part A – JOB DESCRIPTION

Overall purpose of role	As Assistant Director of Science you will be required to meet the general requirements of this post, as specified in the School Teachers' Pay and Conditions Document. In addition, you will be required to fulfil any reasonable expectations from the Senior Leadership Team. The post will require you to work in partnership with the Science teaching staff, Senior Leadership Team and governors to promote the continuous improvement of the Science Department.
Safeguarding Requirements	<p>This post requires the post holder to work in settings with children and young adults. Any employment offer is therefore subject to the results of an Enhanced Disclosure from the Disclosure and Barring Service (DBS). People who may have contact with younger children (i.e. primary school age) are also required to complete a declaration about family or other members of their household.</p> <p>Applicants MUST complete the MAT's standard application form to be considered, will be required to provide evidence of identity and qualifications and offers of employment will be subject to satisfactory references. For applicants who work or have recently worked in a school, one of the references must be from the Headteacher.</p>

Key Outputs

1. To work with the TLR holder and teachers to promote and facilitate the delivery of excellent teaching and learning in Science and to:
 - a. Help lead the Science Faculty in accordance with the school's aims and ethos
 - b. Improve students' levels of progress and attainment in Science across all key stages
 - c. Steer improvements in the quality of teaching and learning in Science across all key stages
 - d. Support high standards of student behaviour for learning and engagement
 - e. Contribute to maintaining a safe environment for students.
2. To work across the MAT to improve the quality of learning and teaching
3. Develop, implement, monitor and evaluate a development plan for the Science Department
4. Monitor and evaluate the quality of teaching and learning in the Science Department
5. Ensure a suitable curriculum is in place for students of all abilities studying Science across all key stages and qualifications within the faculty.
6. Ensure students work in a safe environment, taking responsibility for ensuring risks are identified and managed well
7. Coach and guide colleagues to improve standards of teaching and learning in Science with a particular focus on AFL
8. Support other subject leaders to raise standards by sharing good practice and collaborating on curriculum developments
9. Agree clear, achievable outcomes with staff and/or students
10. Help colleagues that you line manage to produce their own personal development plan. Carry out drop-ins, formal observations and work scrutiny reviews for the teachers that you line manage
11. Support colleagues that you line manage to review progress towards their objectives within the school's framework for benchmarking and help them to evaluate evidence from a range of sources to support this process
12. Devise and implement strategies for narrowing the attainment gap in Science for different groups of students
13. Develop schemes of learning for the Science curriculum, in line with national developments and the best interests of students
14. Track students' progress, rewarding success and intervening to improve standards
15. Identify best practice within the Science Department and across the school and help to share it with others

Dimensions (Financial/Statistical/Mandates/Constraints/No. of direct reports)

- Range of teachers approximately 60 across the whole school.
- Range of students approximately 900

Work/Business contacts

Internal: All teachers and support staff to advise how effectively to support students to achieve their Personal Best.

External: Parents and Families, Examinations Boards.

<i>Expertise in Role Required (At selection - Level 1)</i>	Essential or Desirable
<ul style="list-style-type: none">• Qualified Teacher Status	Essential
<ul style="list-style-type: none">• Degree or equivalent	Essential
<ul style="list-style-type: none">• Evidence of continuing professional development and a willingness to undertake further development as appropriate	Essential
<ul style="list-style-type: none">• Able to teach to a high standard	Essential
<ul style="list-style-type: none">• Successful experience or the ability to teach subject at GCSE	Essential
<ul style="list-style-type: none">• Experience of developing departmental strategies and effective implementation	Essential
<ul style="list-style-type: none">• Experience of implementing whole school strategies	Essential
<ul style="list-style-type: none">• Able to view the development of departmental goals in a whole school context	Essential
<ul style="list-style-type: none">• Able to develop strategies for engaging students, the curriculum and secure improvements	Essential
<ul style="list-style-type: none">• Able to analyse data with a view to developing strategies to improve performance	Essential
<ul style="list-style-type: none">• Able to monitor and evaluate the impact of interventions and strategies	Essential
<ul style="list-style-type: none">• Detailed knowledge of current developments in subject area for all levels	Essential
<ul style="list-style-type: none">• Knowledge of innovating teaching and learning strategies	Desirable
<ul style="list-style-type: none">• Highly competent in ICT and the use of computers	Desirable
<ul style="list-style-type: none">• Excellent communication skills	Essential
<ul style="list-style-type: none">• Excellent behaviour management skills	Essential
<ul style="list-style-type: none">• Commitment to the safeguarding of young people	Essential
<ul style="list-style-type: none">• A willingness to be fully involved in the wider life of Thornhill Community Academy, including extra-curricular activities	Desirable

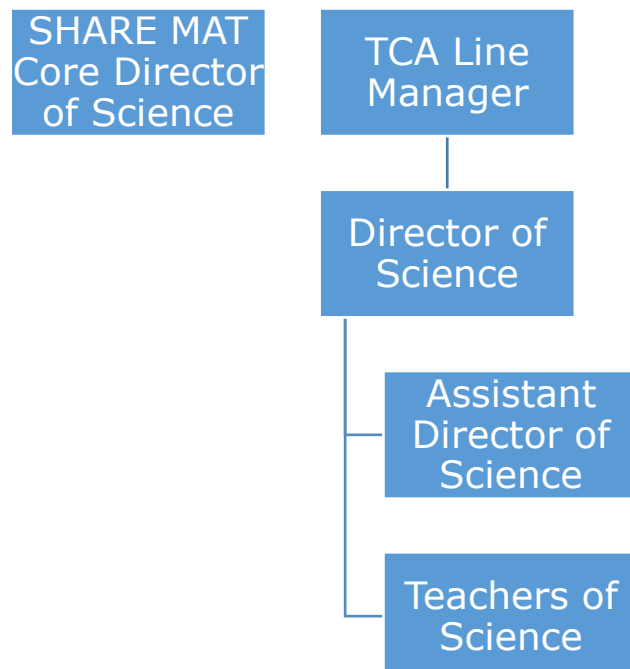
Other (Physical, mobility, local conditions)

- | | |
|--|-----------|
| • A willingness to work flexibly within scope of overall hours, e.g. evening meetings. | Essential |
| • Is willing to work flexibly across the MAT | Essential |

Expertise in Role - After initial and advanced development

- Evidence of monitoring and evaluating interventions and strategies
- Evidence of data analysis and strategies used to improve performance
- Evidence of on-going continuing professional development.
- Successful experience or the ability to teach at GCSE level

Structure





Signatures

Approved by: Headteacher



Approved by: Post Holder/or Representative

Please request an application form by emailing Julia Wood, Administration Manager on julia.wood@sharemat.co.uk

Closing date: 12pm Friday 22nd January 2021

Interview date: W/C 1st February 2021

