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| Job Title: | Leader of Science | Job Category:  | Teaching |
| Department/Group: | Science | Job Code/ Req#: | BA-LSCI-1 |
| Location: | Biggleswade | Travel Required: | No |
| Level/Salary Range: | MPS/UPS + TLR2a | Position Type: | Permanent |
| Reports to: | Academy Principal | Weeks per year: | Term time + training days |
| Job Purpose |
| * To provide professional leadership to the Science department.
* To be accountable for leading, managing and developing the department.
* To develop and enhance the teaching practice of others.
* To ensure the provision of an appropriately broad, balanced, relevant and differentiated curriculum for pupils studying in the Academy, in accordance with the aims and policies determined by the Governing Body and Academy Principal.
* To raise standards of pupil attainment and achievement within the Science department and to monitor and support student progress.
* To be accountable for pupil progress and development within the subject area.
* To actively promote the department with all stakeholders
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| Job Description |
| Role and Responsibilities

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| **Leadership of others and management of own performance** |
| * Prioritise and manage their own time effectively
* Take responsibility for their own professional development to improve pupil learning
* Lead the learning of other staff members
* Provide regular feedback to colleagues in a way that recognises good practice and supports their progress against Academy KPIs; demonstrated in a tangible impact on pupil learning.
* Establish expectations and relationships with the team. Encouraging team working and mutual support: and developing accountability
* Ensure all staff understand and are actively implementing the key aspects of the School’s Behavioral Management Policies
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| **Pupil Progress and Behaviour*** Agree, monitor and evaluate pupil progress targets in KS1, 2 and 3 to make a measurable contribution to whole school targets
* Establish and implement clear policies and practices for assessing, recording and reporting on pupil achievement and progress and to assist pupils in setting targets for further improvement
* Use data effectively to identify pupils who are underachieving.
* Where necessary, create and implement effective intervention plans for underachieving pupils
* Carry out analysis on the performance of the pupils in the subject area to take action to improve further the quality of teaching
* Make pro-active contact with parents and outside agencies to discuss pupil needs
* Work with and lead/coach/mentor staff to ensure positive behaviour in lessons and beyond

**Pupil care, guidance and support*** To promote a pride and collective identity in Biggleswade Academy and the wider community
* Develop positive relationships with all pupils in your classes
* Ensure staff members are keeping in contact with parents of pupils for positive as well as negative reasons.
* Be pro-active to prevent bullying and support targets of bullying
* To take the lead in developing, implementing and monitoring individual Pastoral Support Plans as required
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| **Managing Resources** |
| * Manage, report and evaluate the budget allocation to ensure the budget is spent in line with subject learning priorities and best value principles
* Organise and co-ordinate the deployment of learning resources and monitor their effectiveness across the Academy
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| * Create a subject area improvement plan which contributes positively to the achievements of the Academy improvement plan and which actively involves all subject teachers in its design and execution
* Contribute to the development of whole school strategic planning and policies
* Promoting school policies.
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*While every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified. This job description will be reviewed regularly and may be subject to amendment or modification at any time after consultation with the post holder. It is not a comprehensive statement of procedures and tasks, but sets out the main expectations of the school in relation to the post holder’s professional responsibilities and duties.*Qualifications and Education Requirements

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| Essential | Desired |
| * Qualified Teacher Status
* A good honours degree in relevant discipline
 | * Evidence of continuing professional development
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Experience

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| Essential | Desired |
| * Experience of leading and developing other people.
* Current experience of teaching at Key Stage 2 and/or 3
* Experience of teaching Physics, Chemistry and Biology topics at Key stages 2 and 3
 | * At least 3 years teaching experience in a Middle/Secondary school setting
* Knowledge of the KS1/2/3 curriculum
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Knowledge & Skills

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| Essential | Desired |
| * Have the ability to create a high level learning environment for all pupils
* Experience of establishing high expectations and promoting exciting, purposeful learning
* Have the ability to inspire, motivate and lead pupils and your team
* Set standards and provide a role model for pupils and other staff within the subject area
* Ability to do what is required to ensure the subject area functions effectively.
 | * Able to think creatively, solve problems and identify opportunities.
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Personal Qualities

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| Essential | Desired |
| * A passion for engaging pupils and helping them achieve the very best they can.
* A Growth Mindset
* The skills to be an effective department leader
* An awareness, understanding and commitment to the protection and safeguarding of children and young people
 | * Ambitious with a clear career path.
* Can show continuous improvement and self development.
* Works well under pressure
* Has a keen interest in the subject area.
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| Reviewed By: |  | Date: |  |
| Approved By: |  | Date: |  |
| Last Updated By: |  | Date: |  |