



# NOW HIRING

## Teacher of **Mathematics**

*1 year Limited Term Appointment*

*Required for: September 2026*

We are seeking applications for a dedicated and skilled teacher to join our highly successful Mathematics Faculty on a 1 year Limited Term Appointment. The department is well resourced and is made up of 12 teaching staff. The ability to teach Maths and Further Maths at Key Stage 5 would be advantageous and applications are welcomed from both ECTs and more experienced teachers. On the Isle of Man the main pay scale starts at £42,718. There are a range of extensive benefits available to secondary teachers on the Isle of Man, which are detailed fully on the Jobtrain advert.

Ballakermeen offers a vibrant and welcoming environment, If you visit the school, we are confident you will see our values in practice. In 2025 we achieved our best ever results at both GCSE and A level. The Maths team achieved 79% A\*-C at GCSE and 64% A\*-A at A2. We remain committed to making continual improvements to the quality of teaching and learning across the school and all teachers are provided with a research-informed Professional Development (PD) programme that is delivered over the course of the academic year.

*Ballakermeen is a vibrant, inclusive school where genuine mutual respect underpins everything that we do. Our distinctive 'Ballakermeen style' is warm, welcoming and friendly and our focus is on creating an environment so that all students can make every second of learning count.*

*Our Ballakermeen commitment combines high standards, personal responsibility, genuine care and a commitment to helping every student thrive. We blend high expectations with a culture that supports staff and students, inspiring them to succeed.*

*Two core priorities guide everything we do:*

- 1. Maintaining a calm, orderly, and safe environment, built through consistent expectations and positive behaviour. Our expectations are unapologetically high, and we believe that consequences are important alongside support to avoid repeated disruption of other students' learning*
- 2. Embedding Quality First Teaching for all, driven by an evidence-based CPD programme that empowers staff to continually grow and deliver excellence in the classroom through highly reflective practise.*

*Join us and experience a school where our values of Kindness, Honesty and Respect drive both achievement and character development, and where every day begins with a "Good morning!"*



# JOB DESCRIPTION

<b>Salary Grade &amp; Hours:</b>	<b>Main Pay Range; starting at Point 4 (£42,718) -Point 9 (£54,589), Full time</b>
<b>Responsible to:</b>	<b>Headteacher / Leadership Team who will delegate responsibilities</b>
<b>Line Manager:</b>	<b>Subject Leader of Mathematics</b>

## EMPLOYMENT DUTIES:

This job is to be performed in accordance with Isle of Man Department of Education, Sport and Culture's Terms and Conditions of Service for Teachers' document (2014) together with Appendices of the Isle of Man DESC's Teaching Standards. The range of duties is clearly stated in the documents relevant to the post-holder's title and salary grade.

## TEACHERS STANDARDS:

In addition to the duties outlined here, all members of teaching staff are expected to adhere to the Teachers' standards.

## ACCOUNTABILITIES OF THE ROLE:

Teachers will work alongside their colleagues from school, displaying high expectations of the academic work and behaviour of students and in compliance with the policies of the school and the Department of Education, Sport and Culture.

## JOB RESPONSIBILITIES:

### Teaching:

- Demonstrate high standards of teaching
- Plan and teach lessons to the classes assigned, within the context of the school's plans, curriculum and schemes of work
- Create positive learning environments, including maintaining positive behaviour standards among students and following school policies and procedures
- Raise standards of student achievement through a focus on learning
- Assess, monitor, record and report on the learning needs, progress and achievements of assigned students in a timely manner
- Help prepare students for external exams, as part of your department
- Take responsibility for monitoring and supporting student's learning
- Work as part of a team to achieve positive outcomes for all learners
- Teachers are expected to collaborate effectively and professionally with colleagues and other relevant professionals, within and beyond the school

### Professional Development/Whole school development

- Participate in personal training and professional development, including Induction
- Contribute to the development, implementation and evaluation of the school's policies practices and procedures, working towards the school's overall Mission and Values
- Work with others on curriculum and/or students' development to secure co-ordinated outcomes
- Supervise and direct staff, as needed
- As required, contribute to the recruitment, selection, appointment and professional development of other teachers

### Communication

- Communicate effectively and professionally with all school colleagues and associated contacts, students and their parents/carers
- Participate in the pastoral system of the school by being a Form Tutor, managing day-to-day matters for your tutees, liaising with parents/carers as needed and carrying out meetings during academic tutoring day

*Note: This is an outline of the general responsibilities for the role, but it is not a comprehensive task list. The postholder may be required to undertake other duties as appropriate and reasonable for the level of the role, as directed by the Headteacher/ SLT or line manager.*



# HOW TO APPLY

If you have connections to the Island and/or have visited previously, perhaps you know some of the benefits of living and working here. However, visit this website for further background about the Isle of Man and the lifestyle choices it may be able to offer you. We would be pleased to respond about any immediate questions you may have about relocating here, as a number of staff have taken this step before now.

[Discover your work life balance in the Isle of Man - Locate Isle of Man](#)

On Jobtrain, please:

1. Complete an online application
2. Attach your CV
3. Attach a supporting statement, which should include
  - Confirmation that you hold QTS (Qualified Teacher Status) and the other essential criteria detailed in the Person Specification for the role (see next page)
  - Your experience to date
  - Your interest in the role, school and the Isle of Man

We appreciate your interest and would be happy to answer any initial questions you may have, to help decide if you wish to apply. Please contact [BHSRecruitment@sch.im](mailto:BHSRecruitment@sch.im) or call 01624 648704 and your enquiry will be passed on to the Head of Mathematics Faculty, Jessica Murphy.



Yours sincerely,

**Mr Graeme Corrin**  
Head Teacher

# PERSON SPECIFICATION

QUALIFICATIONS AND EXPERIENCE	ESSENTIAL/ DESIRABLE	ASSESSED THROUGH Application Interview CV Pre-Employment Checks Observation		
Qualified Teacher status	E	C	I	P
Relevant Honours Degree	E	C	I	P
Experience of teaching Mathematics classes at KS3 & KS4, either as a teacher or during training	E	C	I	O
Professional standards: ability to meet Teachers standards and DESC Terms and Conditions for Teachers and all associated policies	E	C	I	
Ability to use technology to promote and enhance effective teaching and learning	E	C	I	
Ability to teach Mathematics and/or Further Mathematics at A level	D	C	I	
Evidence of Continuing Professional Development	D	C	I	
<b>KNOWLEDGE &amp; SKILLS</b>				
Be an innovative and reflective practitioner, able to work constructively either on your own initiative or as part of a team	E	C	I	O
Set high professional standards by personal example	E	C	O	
Ability to effect student progress through planning, monitoring, evaluating and giving effective feedback	E	C	I	
Confidence and presence to foster constructive relationships with students, parents/ carers and school and other colleagues	E	C	I	
Current, experience-based knowledge of effective strategies for engaging young people	E	C	I	
<b>PERSONAL QUALITIES</b>				
Ability to communicate effectively with colleagues, students, their parents/carers and other professional contacts as needed	E	C	I	O
Excellent organisational and time management skills, including the ability to work under pressure and meet deadlines	E	C	I	O
Initiative and flexibility: adaptable to development and changes in the nature of work	E	C	I	O
Ability to work accurately with attention to detail	E	C	I	O
Enthusiastic and positive approach	E	C	I	
Willingness to be held accountable through a rigorous performance management system	E	I		
<b>CIRCUMSTANCES/INTERESTS</b>				
Required to meet the normal hours of attendance	E	I		
Be consistently available for after school hours training, duties, meetings or clubs e.g. compulsory Academic tutoring days (which we operate instead of parent's evenings), where attendance is compulsory for all staff	E	I		
Satisfactory Police Check	E	P		



# SAFEGUARDING

The Department of Education, Sport and Culture is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

*All staff* are required to undertake training with regard to the safeguarding and welfare of children and young people and the Department commits to providing this training e.g. via induction, on-line, briefings at staff meetings inset days etc., as appropriate.

All staff have a responsibility for promoting and safeguarding the welfare of children and young persons for whom they are responsible, or with whom they come into contact and to adhere to, and ensure compliance with, the Safeguarding Children Board Child Protection procedures and the school/service's Child Protection Policy at all times. If, in the course of carrying out the duties of the post, the post holder becomes aware of any actual or potential risks to the safety or welfare of children School/Service, they must report any concerns to the designated Safeguarding lead in their area or to the department's Child Protection and Safeguarding Officer.

The contents of this job description may be reviewed and updated as necessary to ensure that it remains accurate and complete. All changes will be made in discussion and with the agreement of the Head of Service or designated Officer.