

JOB DESCRIPTION

Job Title:	Director of STEM
Responsible to:	Assistant Vice Principal
Salary Range:	L8 - L12

As Director of STEM you will:

- Lead with consistent high expectations for an outstanding student experience across the Science and maths curriculum and ensure consistent high quality approaches to the development of students' Science and Maths skills and outcomes.
- Lead with excellence at the heart of everything we do and ensure this vision across the Science and maths team and curriculum.
- Proactive member of leadership group, effectively contributing to strategic and operational decision making, innovation and planning.
- Demonstrate visible day-to-day commitment to the Academies vision and professional values and behaviours.
- Provide strategic oversight for approaches to Science and maths across the Academy.
- Provide positive, motivational, effective line management to ensure continuous improvements and resilience within Science and maths.
- Ensure effective, cross Academy leadership and communication to shape a positive staff culture and communicate ownership of student progress and outcomes, Academy policies, and procedures, all linked to Academy Key Performance Indicators.
- Provide clear, accurate and timely reports to the SLT, Trustees, leadership colleagues and partner agencies on matters relating to the responsibilities of the role.
- Work with other leaders and managers to ensure the timely and accurate completion and return of information and statistics to relevant bodies.

- Manage financial resources, in line with the Academies financial regulations, to ensure that expenditure is appropriately focussed and linked to delivering the Academies strategic plan and goals.
- Lead staff development sessions, particularly in relation to Science and maths.
- Lead on the development and implementation of curriculum plans that keep abreast of local, regional and economic needs, are funding compliant, efficient, of high quality and facilitate student attainment and progression.
- Proactively ensure the engagement of employers within curriculum planning and development and to ensure students develop employability skills and meaningful opportunities for work placement/ experience.
- Maintain a strong focus on ensuring the effective and efficient deployment of curriculum staff and resources to secure excellent outcomes for all students.
- Ensure the development and implementation of high quality Science and maths approaches to cross Academy themes such learning support, teaching and learning, assessment, equality and diversity and student voice.
- Ensure a relentless focus upon the continued development, implementation and monitoring of strategies relating to quality compliance and continual quality improvement within areas of responsibility.
- To monitor, develop and to lead implementation strategies to ensure narrowing the gap for minority and vulnerable groups.
- Ensure the best experience for all Academy students through the promotion of equality, diversity, health, and wellbeing and safeguarding, in accordance with statutory duties and local requirements.
- Ensure outstanding leadership and management of a faculty curriculum and its performance improvement, ensuring at all times the prioritisation of 'Student First' and student attainment, progress, destination and overall success.
- Lead on the continued development, implementation and monitoring of strategies to improve the quality of provision and Science and maths progress measures.
- Ensure proactive leadership and quality interventions where curriculum and quality related indicators indicate potential 'risk' to student success or

curriculum performance, and ensure that the pace of improvement results in positive and timely impact.

- Lead with consistent high expectations for ensuring all teachers, assessors and practitioners within areas of responsibility have the required skills, resilience and qualities to achieve outstanding outcomes for all students.
- Lead on and ensure innovative approaches to student engagement and ensure student participation in quality processes to inform and continually enhance learning, teaching and assessment practices.

You will be an ambitious and engaging leader who can ensure innovative approaches to student engagement and ensure student participation in quality processes to inform and continually enhance learning, teaching and assessment practices.

General duties

- Carry out duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document
- Uphold and promote the ethos and values of the academy
- Uphold and follow the policies of the academy
- Establish positive working relationships with all stakeholders
- Be a representative of the academy
- Ensure the well-being and safety of students at all times
- Work in collaboration with others
- Maintain professionalism at all times

Person Specification

Job Title: Director of STEM

General heading	Detail	Essential requirements:	Desirable requirements:
Qualifications	Qualifications required for the role	<ul style="list-style-type: none"> ● A relevant honours degree or equivalent and QTS. ● A good honours degree or equivalent and PGCE. ● Evidence of further subject-based professional development. 	
Knowledge/Experience	Specific knowledge/ experience required for the role	<ul style="list-style-type: none"> ● Ability to turn vision into reality ● Ability to inspire and motivate others ● Ability to lead and manage a fully inclusive school ● Ability to lead the design and development of an innovative curriculum ● Ability to understand, analyse and make effective use of a wide range of data ● Ability to work effectively with 	

		<p>members of the local community and a range of stakeholders in developing the Academy as a community resource</p> <ul style="list-style-type: none"> • Ability to provide a safe environment to ensure the physical and psychological safety of the pupils • Outstanding classroom practitioner • Good knowledge and understanding of current educational thinking • Exceptional levels of literacy and the skills to decimate this knowledge to others • Proven ability to use intervention strategies to raise attainment of pupils 	
Skills	Line management responsibilities (No.)	<ul style="list-style-type: none"> • Responsibility of the Science Team • Responsibility of the Maths Team • Responsible for Whole School STEM development 	
	Forward and strategic planning	<ul style="list-style-type: none"> • The ability to plan lessons and sequences of 	

		<p>lessons with clear objectives to ensure progression for all students.</p> <ul style="list-style-type: none"> • The ability to set consistently high expectations for all students through class work and homework. • A willingness to be involved in extended curriculum opportunities in the subject area. • The ability to manage time effectively and prioritise work. 	
<p>Special Requirements</p>		<ul style="list-style-type: none"> • Successful candidate will be subject to an enhanced Disclosure and Barring Service Check • Right to work in the UK • Evidence of a commitment to promoting the welfare and safeguarding of children and young people 	