



RUGBY SCHOOL
THAILAND

Job Description

School / Department:	Senior School	Position:	Teacher of Biology, Senior
Employer:	Rugby School Thailand	Location:	Chonburi
Contract Type:	Fixed term	Contract Term:	Five Terms (1st Jan 2027 - 31st July 2028)
Closing Date:	10th September 2026	Job Start:	1st January 2027

Rugby School Thailand

Rugby School Thailand (RST), a co-educational day and boarding international School set in 80 acres of glorious Thai countryside south of Bangkok, opened in September 2017 with 110 students. The School has now grown to over 1,200 students and attracts students from all over Thailand and South East Asia.

The structure, School day and ethos of RST are based upon the British Independent School model, rather than the standard international school model. As such, the School has three sections: Pre-Prep (2-6 year olds), Prep (7 – 12 year olds) and Senior (13 – 18 year olds).

Rugby School Thailand is the first overseas sister school of Rugby School UK, one of the most prestigious and well-known schools in the UK. Rugby School Thailand shares Rugby School UK's DNA in every important respect. It is unique.

The health, safety and well-being of young people are of paramount importance to all the adults who work at Rugby School Thailand. Children have the right to protection, regardless of age, gender, race, culture, sexual orientation, or disability. They have a right to be safe in our School. Members of staff in the School have a legal and moral obligation to safeguard and promote the welfare of the students, taking all reasonable steps to protect them from harm whether from physical injury, abuse, neglect, emotional harm or from anything that interferes with their general development.

About School/Department

The Senior School academic curriculum draws from the best of the UK National Curriculum. Each department offers either GCSE or IGCSE courses in E and D Block (Years 10 and 11). In the Sixth Form, Rugby School Thailand students study A Level courses. There are currently around 350 in the Senior section of the School. Rugby School Thailand has a wide variety of Enrichment activities.



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The Senior School buildings are designed to offer an outstanding learning environment. The main buildings include a teaching block; state-of-the-art Design and Technology and Art and Design studios; ICT suites; Drama studios; a Black Box theatre; Music classrooms; seventeen music practice rooms; a recording studio; and a dance studio. A separate Science Centre contains 13 laboratories, and a lecture theatre. The Webb Ellis Centre houses both 50m and 25m swimming pools plus a warm up pool; an air-conditioned basketball stadium; a fitness suite; gymnasium; and two PE classrooms. Floodlit football fields and tennis courts complete the sports facilities.

The Sixth Form Centre provides a hub for Year 12 and 13 students as they pursue independent and group study as they complete their A Levels.

Teaching and Learning

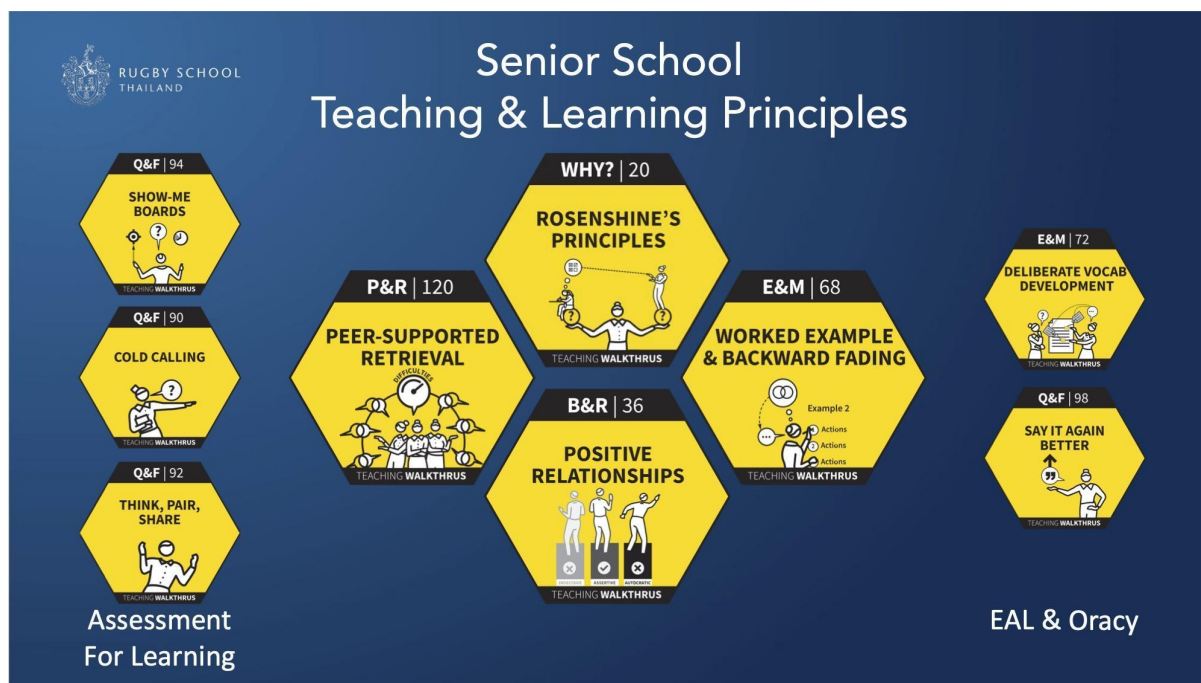
At Rugby School Thailand, our Senior School teaching and learning philosophy is grounded in evidence-based practice and a commitment to continual growth. We work with Tom Sherrington's *WalkThrus* framework to ensure consistency in high-impact classroom practice. Each department uses the Walkthrus most suited to their subject, and teachers are given professional autonomy to bring their own strengths, passions and creativity to their practice.

We believe great schools invest in people. Every member of staff has access to peer coaching, and we foster a culture where development is a two-way, collaborative process. Teachers are encouraged to identify areas they wish to grow, and we offer a range of support — from coaching to internal and external CPD — to help them do so.

Our most recent external inspection rated the quality of teaching and learning as Outstanding, reflecting both the expertise of our staff and the shared belief that improvement is a collective endeavour. We welcome teachers who are ambitious for themselves and for their students, and who want to join a community that is supportive, reflective, and always striving to be better.



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The Science Department

The Sciences are taught in the School's purpose-built Science centre with excellent facilities. The members of the faculty work closely together, with an emphasis on sharing of good practice between and within the science subjects.

F Block (Year 9) students follow a course which is designed by the department. Students gain further experience of working in a laboratory, alongside building the skills and foundations of the content knowledge that are required for the IGCSE course. F Block students study 8 periods (70-minute lessons) per two-week cycle across the three sciences. In D and E Blocks (Years 10 and 11), students take CIE IGCSEs in either Chemistry, Biology and Physics or Coordinated Science, depending on academic capability and interest, with 4 periods per science per two-week cycle. The sciences are popular Sixth Form options, and the Biology department follows the Cambridge International A-level specification.

There are currently many co-curricular activities run by the Science Department as part of the co-curricular program, in line with our fundamental philosophy to stretch, inspire learning and develop our students' scientific skills and thinking. Some of these include the RST Science Magazine, the Biology Enrichment club and the 'Effective study skills in science' club, to name a few. Students also enter and achieve highly in competitions such as the Biology Olympiad and Biology Challenge, run by the BBO, as well as the Cambridge Science competition. In addition, there are numerous study clubs and clinics that students can attend to receive extra support. Teachers of Science will be expected to promote interest and provide support in the sciences beyond the formal curriculum.



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This role will be line-managed by the Head of Biology.

Roles and Responsibility

Key Responsibilities / Accountabilities

Teaching

- Plan, prepare and teach well-structured, academically challenging, engaging lessons;
- Teach, according to their educational need, the students assigned; setting and marking work, including examinations, where relevant;
- Ensure reliable and timely marking of assessment tasks;
- Adapt teaching to respond to the strengths and needs of all students, knowing when to differentiate appropriately;
- Assess, record and report on the development, progress and attainment of students;
- Set high expectations which inspire, motivate and challenge students;
- Promote the general progress and well-being of individual students and of any class or group of students assigned;
- Manage student behaviour effectively to ensure a good and safe learning environment;
- Demonstrate outstanding subject and curriculum knowledge;
- Communicate and consult effectively with the parents of students;
- Communicate and co-operate with persons or bodies outside of the School;
- Participate in meetings arranged for any of the purposes described above;
- Advise and co-operate with other teachers on the preparation and development of courses of study, teaching materials, teaching programmes, methods of teaching and assessment of pastoral arrangements.
- Support the RST Director of Language Strategy in promoting School-wide goals and strategies in respect of developing students' English proficiency. Plan, prepare, and deliver lessons that support the needs of EAL learners.

Curriculum

- Plan and implement engaging, innovative lessons, including the production of schemes of work, taking into account where appropriate, any national guidance to ensure all syllabus requirements are followed;
- Ensure that high academic standards are expected and the highest standard of teaching and learning is maintained in one's own classroom.

Assessment and Reports



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- Make accurate and productive use of assessment, providing or contributing oral and written assessments, reports and references relating to individual students and groups of students;
- Use relevant data to monitor, progress, set targets and plan subsequent lessons;
- Give pupils regular feedback, both orally and through accurate marking of work, where applicable.

Staff

- Engage with and support other members of the department, including support staff;
- Contribute to effective communication and a unified sense of purpose within the department;
- Establish good communication with other departments, including Learning Support staff, EAL staff, librarians and senior staff;
- Provide cover for other staff in line with the School's cover procedure.

Administration

- Manage issued resources in accordance with the School's policies and procedures;
- Ensure that assessment of students' work within the department is regular, thorough, and follows the departmental marking policy;
- Prepare for assessment and/or examinations (internal and external) and liaise with staff responsible for their organisation;
- Maintain departmental records;
- Ensure that departmental stock and equipment are well cared for and economically used;

General School Responsibilities

Appraisal and Professional Development

- To participate in the staff appraisal and professional development programme;
- To undertake such training as may be reasonably required by the School to adapt to the changing requirements of the School or as may be necessary to fulfil the School's statutory or regulatory obligations;
- To undertake mandated job-related training as required by the School;
- To be aware of and support relevant School policies, handbooks, and procedures.

Additional professional responsibilities

- To fully contribute to the pastoral and enrichment life of the School;
- To fulfil wider professional responsibilities by making a positive contribution to the wider life and ethos of the School;
- To attend assemblies, registration of students and other School events as required;



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- To liaise with Marketing regarding the promotion of both the School as a whole and the department on social media, the website and other media;
- Carry out supervisory duties as required;
- Carry out any additional duties the Head requests to facilitate the smooth running of the School.

Other Responsibilities

- To take responsibility for promoting and safeguarding the welfare of children and young people within the School;
- To uphold and promote all aspects of the Child Protection and Safeguarding policies;
- To act on aspects of student welfare and safeguarding raising any concerns by following School protocol/procedures.

Application Process

Long list and short list interviews will be held either in person at Rugby School Thailand or via Zoom or google meets.

(Rugby School Thailand reserves the right to appoint by invitation before the closing date.)

Qualifications, Identification, Health and Background Checks

Rugby School Thailand is committed to safeguarding and promoting the welfare of all the students in our care and expects all applicants to share this commitment. You will be required to provide documentation for proof of your identity, including an attested (by a notary) birth certificate, and qualifications. If successful at interview the position will be offered subject to satisfactory references and police checks. For candidates who have worked and/or lived in the UK, we will request that you have an up to date ICPC and we will complete Prohibition Order Checks . We also require that anyone who has lived and worked in a country other than the UK for more than 6 months has a police check from the national checking agency. All references will be verified, we require a minimum of two references with one reference from your present or most recent employer. You may also be required, within the final appointment process, to undergo a health check. Rugby School Thailand is an equal opportunities employer.