

JOB DESCRIPTION

POST TITLE:	Teacher of Science (<i>preference for a Biology specialist</i>)
POST RESPONSIBLE TO:	Lead Teacher of Science
SALARY:	Main pay scale/upper pay scale
CLOSING DATE:	9:00am Friday 8th May 2026
INTERVIEW DATE:	14th May 2026
START DATE:	1st September 2026 (<i>ECT considered</i>)

JOB PURPOSE

To perform all the professional duties of a teacher, under the direction of your Line Manager, and be an outstanding classroom practitioner who consistently delivers the highest standards of teaching, embraces our vision and integrated curriculum and ensures that students achieve the highest outcomes in Science (*with a preference for biology*), at Year 9, through to Year 13. Fostering a safe learning environment and placing a high priority on Safeguarding responsibilities. The role will support the academy's vision of an integrated engineering curriculum, ensuring students develop strong mathematical understanding, fluency, and applied problem-solving skills.

DUTIES AND RESPONSIBILITIES

Principle Responsibilities

- To ensure that the vision and values of WMG Academy Trust are evident in every aspect of the role;
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role;
- Working with other colleagues, play an active role in delivering WMG Academy Trust priorities, culture and vision;
- To contribute to the development plan for the department and the WMG Academy Trust;
- To play an active role in the marketing and recruitment of students, parental reviews and other events at the relevant WMG Academy for Young Engineers;
- To meet regularly with your Line Manager and be accountable for your own Performance Management;
- To attend meetings as required;
- To ensure effective use of resources to the benefit of all staff and students;
- To comply with health and safety rules and legislation, ensuring the safety of students and staff at all times;
- To be involved in the enrichment programme for the WMG Academy Trust;
- To maintain discipline in accordance with the policies and procedures for the relevant WMG Academy and to encourage good practice with regard to punctuality, attendance, behaviour, standards of work and independent learning;
- To comply with all policies and procedures of the WMG Academy Trust.

Curriculum

- To work with the subject lead to develop and implement an innovative curriculum and relevant programmes of study;
- To engage with employers to develop learner employability skills, ensuring work related learning experiences are at the core of the WMG Academy Trust curriculum;

Teaching and Learning

- To ensure a high quality learning experience for students that engages and excites them;
- To promote the highest standards of teaching and learning, share best practice with other curriculum areas and develop the Academy model for outstanding learning;
- To be committed to continue improvement in teaching practice to ensure students achieve outstanding outcomes;
- To set high expectations of students' behaviour through good classroom discipline, adherence to Academy policy, focused teaching and productive relationships;
- To demonstrate outstanding teaching across the full ability, range from Years 9 to 13, delivering Science
- To provide a variety of learning materials and resources for use in educational activities and to identify and select different resources and methods to meet students' varying needs;
- To establish a purposeful and safe learning environment conducive to learning;
- To ensure learning is relevant for all students according to their educational needs;
- To maintain and develop an excellent knowledge and understanding of the subject area and related pedagogy, including the contribution that Science can make to cross-curricular learning;
- To make effective use of an appropriate range of observation, assessment, monitoring and recording strategies;
- To develop schemes of work and lesson plans in conjunction with your Line Manager and with other departments as relevant;
- To ensure that learning objectives are shared with students and are achieved during sessions;
- To design opportunities for students to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context;
- To set appropriate work for classes when absent;
- To ensure that sequence of learning, including lesson plans, are in place that will enable access to the highest grades by all students in all courses taught in within the Science Suite of subjects;
- To keep up to date with developments in the curriculum area, teaching methods and resources and make relevant changes to schemes of work and lesson plans as appropriate;
- To hold positive values and attitudes and adopt high standards of behaviour in your professional role.

Assessment, Recording and Reporting

- To assess the achievement of learning objectives within sessions and reflect this in own teaching practice and the learning of students;
- To evaluate performance of students within your lessons, providing feedback for parents, students, staff, ESLT and SLT;
- To assess student work regularly with timely feedback, setting targets for improvement;
- To ensure that learners meet and exceed the targets they are set and are aware of what they need to do to improve;
- To ensure that the Assessment, Reporting and Recording policy is adhered to for learners within your lessons;
- To assess in line with Awarding Body requirements and ensure that it is timely.

Standards and Quality Assurance

- Support the vision and values of WMG Academy Trust to maximise the achievement of all.
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role.
- Attend meetings, open days, staff training and other events as directed.
- Participate in the enrichment programme.

Pastoral Duties

- Active Pastoral tutor working with learners across all years.
- Adhere to pastoral system policies and procedures as identified by the Associate Principal.
- Deliver effective pastoral sessions and reviews.
- Conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them.

The WMG Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All our academic staff will be measured against the teachers' standards.

Any other duties commensurate with the level of this post and as directed by the CEO or Associate Principal.

Person Specification for Teacher of Science

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively:

REQUIREMENTS The post holder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS
QUALIFICATIONS	
Honours degree or equivalent in relevant subject	E
Post graduate or further relevant professional studies	D
Qualified teacher status	D
EXPERIENCE	
Proven record of success as a teacher in education or within an industrial environment	E
Experience of working with a range of partners both in and outside the world of education	D
Understanding of outstanding teaching, learning and assessment strategies	E
Understanding of behaviour for learning	E
Relevant worked based professional experience	D
KNOWLEDGE AND SKILLS	
Excellent subject knowledge	E
Knowledge and understanding of current curriculum developments	D
Ability to analyse and interpret student performance data and set targets	E
Ability to create an ethos which enables all students to achieve their potential	E
To be able to work effectively as a team	E
Excellent literacy, numeracy and ICT skills	E

An ability to inspire students in Y10 to Y13	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	E
Confidentiality and discretion	E
Ability to organise, plan and prioritise	E
Excellent communication skills	E
A commitment to safeguarding to learners within the academy	E
Enthusiasm, optimism and energy	E

All offers are subject to clearance of references and enhanced DBS checks.