



North Halifax Grammar School

Required from September 2026

TEACHER OF BIOLOGY

From September 2026 - 1.0 FTE, permanent

Main Pay Scale

The Academy is looking to appoint an energetic and well-qualified Science Teacher to join a strong department in a highly academic school. The ideal candidate would be able to teach across Key Stages 3 and 4, and teach KS5 either immediately or in the near future and would be keen to work at the highest level of secondary school science.

Successful applicants will be joining a well-established Science Faculty with strong leadership and experienced teachers. They will be supported in the role with in-school training and a supportive department.

The candidate must be:

- An inspirational teacher.
- Driven in their relentless pursuit of the highest standards across the department.
- Highly organised and meticulous.
- Creative and imaginative.

Most of our KS4 students complete AQA Biology, Chemistry and Physics (separate GCSE sciences), with a small number opting to study AQA Combined Science (trilogy). Almost all are entered for Higher Tier.

The A level specifications offered at NHGS are: AQA Biology, OCR Chemistry, OCR A Physics.

A personnel specification for the role can be found below.

NORTH HALIFAX GRAMMAR SCHOOL



Teacher of Biology

ATTRIBUTES	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
QUALIFICATIONS	<ul style="list-style-type: none"> ▪ Qualified Teacher Status. ▪ A degree in a Biology or other relevant subject. 	<ul style="list-style-type: none"> ▪ Strong GCSE and A Level results across a wide range of subjects. ▪ A good honours degree in a Biology or other relevant subject. 	Application Form
EXPERIENCE	<ul style="list-style-type: none"> ▪ Evidence of successful teaching to GCSE in a permanent position or on teaching practice. ▪ Using strategies for raising achievement and achieving excellence. ▪ Using new technologies to support learning and teaching. 	<ul style="list-style-type: none"> ▪ Evidence of extra-curricular contribution. ▪ Evidence of teaching Biology at KS5. ▪ A successful track record of preparing students for public exams, including at the highest grades. 	Application Form Interview Reference
SPECIAL KNOWLEDGE	<ul style="list-style-type: none"> ▪ Of Biology at GCSE. ▪ Of Science at KS3 and KS4, ▪ Of statutory frameworks and requirements for teaching the subject. ▪ Awareness of links with other subjects at all levels. ▪ Understanding of assessment and recording. ▪ Safeguarding. 	<ul style="list-style-type: none"> • Of curriculum development. • Of Biology at A Level. 	Application Form Interview
TRAINING	<ul style="list-style-type: none"> ▪ A commitment to continuous professional development. ▪ Safeguarding. 	<ul style="list-style-type: none"> ▪ Evidence of relevant in-service training. 	Application Form Interview
CIRCUMSTANCES- PERSONAL	<ul style="list-style-type: none"> ▪ Should allow attendance at evening meetings. 	<ul style="list-style-type: none"> ▪ Evidence of participation in educational visits, trips and enrichment activities. 	Application Form Interview Reference

PRACTICAL & INTELLECTUAL SKILLS	<ul style="list-style-type: none"> ▪ Good communication skills. ▪ Highly effective classroom management. ▪ Efficient and effective organisation and administration. ▪ Ability to plan ahead. ▪ Ability to meet deadlines. ▪ Ability to establish good working relationships with colleagues and students. 	<ul style="list-style-type: none"> ▪ Effective use of ICT and current applications. ▪ Participation in effective performance management. 	Application Form Interview Reference
PERSONAL QUALITIES	<ul style="list-style-type: none"> ▪ Enthusiasm for the subject. ▪ Enthusiasm for teaching. ▪ Care of pupils. ▪ Awareness of and ability to cope with the wide range of student's ability and expectation. ▪ Ability to take initiative and be flexible. ▪ Willingness to accept delegated responsibility. ▪ Ability to help maintain high standards in the department. 	<ul style="list-style-type: none"> ▪ Contribution to student development through additional activities. ▪ Ability to manage discussions on sensitive issues objectively without allowing personal beliefs to shape the outcome. 	Application Form Interview Reference