



## WESTCOUNTRY SCHOOLS TRUST JOB DESCRIPTION

<b>Job Title:</b>	Teacher of Science
<b>Location:</b>	Across the Trust (currently based at Callington Community College)
<b>Grade/salary:</b>	MPS/UPS
<b>Contract:</b>	Permanent (1.0 FTE)
<b>Reports to:</b>	Curriculum Leader (Science)
<b>Start Date:</b>	September 2026

### Job Purpose

We are seeking a **passionate, inspiring, and dedicated Science Teacher** to join our vibrant secondary school team. The successful candidate will ignite curiosity, foster a love of learning, and empower students to achieve their full potential across Key Stages 3 and 4 (and Key Stage 5 if applicable).

This is an excellent opportunity for an enthusiastic educator who believes in the power of science to transform understanding of the world. Whether an ECT or an experienced practitioner, you will bring energy, creativity, and a commitment to high standards.

### Main Duties

All teachers will:

- Deliver engaging, challenging, and well-structured lessons across the science curriculum.
- Inspire and motivate students of all abilities to enjoy science and make excellent progress.
- Plan and assess in line with school policies to ensure high-quality teaching and learning.
- Use a range of strategies to support learning, including practical investigations, demonstrations, and digital technologies.
- Create a safe, inclusive, and stimulating classroom environment that promotes curiosity and critical thinking.
- Contribute to the development of the science curriculum and take part in departmental innovation.
- Track and monitor student progress, providing timely feedback and interventions.

- Participate in wider school life, including enrichment activities, STEM clubs, trips, and events.
- Maintain strong relationships with students, colleagues, and parents, promoting the school's values and ethos.
- Be committed to the self-improvement of pedagogy and the knowledge domains of your subject.
- Participate in arrangements for preparing students for external examinations.
- Supervise the work of any support staff, including higher level teaching assistants.
- Contribute to the development, implementation and evaluation of the College's policies, practices and procedures in such a way as to support the College's values and vision.
- Work with others on curriculum and/or student development to secure co-ordinated outcomes.

### **Job Context**

The College welcomes teachers of high professional standard and shares the responsibility with each teacher for continual review and the development of expertise.

All teachers make a valuable contribution to the College's development and, therefore, to the progress of all students.

Teachers in the upper pay scale can be expected to make a particular contribution to building team commitment in line with the statutory requirement to meet threshold standards.

In particular, teachers at UP3 will:

- Provide a role model for professional practice in the school.
- Make a distinctive contribution compared with other teachers.
- Contribute effectively to the wider team.

### **Review of duties**

The specific duties attached to any individual teacher are subject to annual review and may, after discussion with the teacher, be changed.

**PERSON SPECIFICATION**

E = Essential, D = Desirable

The following list is indicative of the kind of person we are looking for. Not all of these criteria are essential; however, please do try to give evidence of how you fulfil the majority of these requirements in your application.

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>○ Qualified teacher status</li> <li>○ Good honours degree or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>○ Evidence of continuing professional development</li> <li>○ Evidence of keeping up to date with educational thinking and knowledge</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>○ Successful teaching with excellent subject knowledge</li> <li>○ Evidence of appropriate professional development</li> <li>○ Involvement in faculty/department self-evaluation and development planning</li> <li>○ Ability to demonstrate an understanding of whole school improvement strategies for science</li> </ul>	<ul style="list-style-type: none"> <li>○ Proven record as a teacher whose students reach high standards of learning and achievement</li> <li>○ Delivery of a whole school science program</li> </ul>
<b>Skills</b>	<ul style="list-style-type: none"> <li>○ Strong subject knowledge in science, with a specialism in Biology, Chemistry, or Physics.</li> <li>○ A genuine passion for inspiring young people and making science accessible and exciting.</li> <li>○ A good understanding of what constitutes outstanding learning and teaching and the ability to ensure this is the norm across your classes</li> <li>○ Good organisational and administrative ability</li> <li>○ Ability to manage students firmly, fairly and effectively</li> <li>○ Ability to be adaptable and flexible in order to meet the diverse nature of student's needs</li> <li>○ A good communicator – Able to demonstrate creative and innovative strategies that improve on the performance of students</li> </ul>	<ul style="list-style-type: none"> <li>○ Knowledge and understanding of the use and development of ICT to enhance learning</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>○ A deep understanding of pedagogy and how children learn</li> <li>○ A strong commitment to research, innovation and improvement</li> <li>○ An understanding of the barriers to reading and how these can be addressed</li> </ul>	<ul style="list-style-type: none"> <li>○ An awareness of Christine Counsell's and/or Ruth Ashbee's work on curriculum</li> </ul>

<b>Personal qualities and attitude</b>	<ul style="list-style-type: none"> <li>○ Commitment to getting the best outcomes for pupils and promoting the ethos and values of the school</li> <li>○ Commitment to equal opportunities and securing good outcomes for pupils with SEN or Disadvantage</li> <li>○ Determination and commitment with an exceptional capacity for productive work</li> <li>○ Sense of personal drive and ambition</li> <li>○ High levels of energy and enthusiasm</li> <li>○ Approachability, openness and integrity</li> <li>○ Reflective practitioner</li> <li>○ Resilient individual</li> <li>○ A good sense of humour and good interpersonal and communication skills</li> </ul>	<ul style="list-style-type: none"> <li>○ Enjoy being highly visible</li> </ul>
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