



Mossbourne  
Federation

# Head of Department Biology

## Job Description

|                        |            |
|------------------------|------------|
| Date last reviewed on: | 20/04/2026 |
| Date to be revised on: |            |



|                                  |  |
|----------------------------------|--|
| <b>POSITION</b>                  | Head of Department Biology   |
| <b>SALARY</b>                    | Teachers main pay scale + Mossbourne MPS Allowance £1600 + TLR / UPS + TLR                     |
| <b>START DATE</b>                | 1 <sup>st</sup> September 2026 [INSET days 1 <sup>st</sup> and 2 <sup>nd</sup> September 2026] |
| <b>HOURS</b>                     | 40 hours per week  |
| <b>FULL TIME EQUIVALENT</b>      | Full Time, 52.143 weeks per annum  |
| <b>CONTRACT TYPE</b>             | Permanent / Fixed Term   |
| <b>RESPONSIBLE TO</b>            | Head of Science Learning Area  |
| <b>LOCATION</b>                  | Mossbourne Community Academy   |
| <b>KEY WORKING RELATIONSHIPS</b> | SLT, ELT, teachers, students, and parents  |

## Background

Mossbourne is the realisation of Sir Clive Bourne's dream to provide the children of Hackney with an outstanding education. Mossbourne is built on a formula of high expectations, doing the simple things right, and the belief that all children can succeed. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning. The Federation's calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically.

The Mossbourne Federation consist of seven academies: Mossbourne Community Academy (MCA), Mossbourne Fobbing Academy (MFA), secondary and sixth form, Mossbourne Victoria Park Academy (MVPA), Mossbourne Port Side Academy (MPSA) secondary, Mossbourne Parkside Academy (MPA), Mossbourne Riverside Academy (MRA), Mossbourne Herd Lane Academy (MHLA) primary.

The Mossbourne Federation is actively seeking to increase the proportion of our workforce who come from diverse backgrounds. We particularly welcome applications from people of Black, Asian, and other minority ethnic descent. Injustice, discrimination, and intolerance go against the core tenets of the Mossbourne ethos. We actively reject discrimination in our academies through continuous review of our working policies & practices across the federation, including at board level. We are committed to developing & supporting inclusivity, diversity & anti-racism in every facet of what we do.

## Mossbourne Community Academy (MCA)

The Mossbourne Federation's flagship academy, Mossbourne Community Academy (MCA) is built on high expectations and doing right by the students in our care. We are driven to ensure that MCA students have future choices and opportunities, succeed in their chosen career pathways, and make positive contributions to society. MCA has not only changed the face of education in Hackney but has also raised the bar in educational expectations to the highest level; we achieve recognition, nationally, and annually, for setting a new benchmark for non-selective comprehensive education.

All students, regardless of race, gender, background, or ability, are encouraged to achieve their true potential and the behaviour of our students is exemplary. With outstanding GCSE and A-level results, year on year, Mossbourne Community Academy is placed within the top 1% of schools in the country. We are tremendously proud that our most recent Ofsted Inspection, starts with the sentence 'Mossbourne Community Academy changes student's lives for the better', because that is what we do, year on year. In 2023, Mossbourne Community Academy was named the top comprehensive school in London in The Sunday Times 'Good Schools Guide', In 2025 Mossbourne Community Academy was named number 5 in the UK of non-selective state schools. Such recognition is a testament to the pride, hard work and dedication of our staff body, students, and parents. We want brilliant educators to join our brilliant team of teaching and support staff, so Mossbourne Community Academy continues to go from strength to strength, and our children get the education they deserve.



## Science Learning Area

The Science Learning Area has a strong record of success, consistently achieving outstanding outcomes that place it in the top 10 for Value Added (VA) performance in the country. It encompasses departments for Key Stage 3 Science, Biology, Chemistry, and Physics, and is recognised for its commitment to academic excellence. Our high-performing team works alongside brilliant students, ensuring a dynamic and rewarding teaching environment.

The Science Learning Area is home to a vibrant and diverse staff body, all of whom are passionate about science and dedicated to fostering a love of the subject in future generations. Our commitment to high-quality professional development ensures exceptional outcomes for both students and staff, placing learning at the heart of everything we do. We are particularly proud of the high number of students who opt to continue studying science at post-16, with demand for a minimum of two classes in Biology, Chemistry, and Physics in both Years 12 and 13.

In addition, the Learning Area hosts the UK's first school-based NHS Cadets course and the unique Sixth Form Medical Bursary Programme, which supports students aspiring to careers in medicine, veterinary science, and related fields. This programme equips students with the skills and experiences necessary for success in competitive medical degrees, with many of our alumni now pursuing careers in medicine. Our A Level students achieved outstanding results and progress to study at Oxbridge and top Russell Group universities, pursuing degrees in Chemistry, Engineering, Medicine, and Natural Sciences.

Beyond the classroom, the Science Learning Area offers a range of enriching activities, including the highly engaging Science Enrichment Week and the KS3 Science Club. These extracurricular initiatives deepen students' understanding and passion for science, providing opportunities for hands-on learning and exploration beyond the curriculum.

The Learning Area is well-resourced, with:

- Nine laboratories, each equipped with interactive whiteboards and visualisers
- Two excellently equipped prep rooms with experienced technicians
- Two staff offices

We are seeking an enthusiastic and dedicated individual with a passion for science and the expertise to contribute to the continued success of the Learning Area. The successful candidate will be committed to high-quality science teaching and the development of students' scientific skills, helping to raise attainment and inspire a love of science.

## Job Summary

We are seeking an outstanding biology practitioner to lead our high performing team. The successful applicant will be responsible for leading our 6 classes of A-level biology students to achieve their aims of studying biology at Oxford, Cambridge, and other top universities. The role also includes leading the teaching and learning of Biology for GCSE and at KS5. This role requires excellent subject knowledge and a passion for biology education. They will be well organised and willing to go the 'extra mile'. They will be an aspiring middle leader and ready to lead where required. They will embody the high standards that we expect from all of our staff and will be instrumental in ensuring that outstanding teaching and learning is maintained in biology.



### **Key Responsibilities & Accountabilities**

To work with the Head of Learning Area and 2ic to ensure the effective provision of Biology teaching and learning throughout all years. Responsibilities include, but are not limited to:

- To work with the Head of Learning Area to ensure the effective provision of teaching and learning in Biology.
- To have an overview of progress and attainment of pupils across all Key Stages in Biology.
- To observe science colleagues on a regular basis and provide quality feedback, setting targets for improvement and follow up where appropriate.
- Co-ordinate, oversee and contribute to the development of Biology schemes of work.
- To contribute to the planning, development and delivery of training and INSET within the Science Department.
- To participate in training, monitoring, and mentoring of NQTs and Schools Direct trainees and the mentors that support these members of staff.
- To take on a lead role in ensuring outstanding behaviour is upheld in the Science Learning Area.
- To organise and run enrichment opportunities and support interventions for Biology students.
- To be a member of the pastoral team and if required, a form tutor carrying out associated responsibilities.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.



| Person Specification             |  |                     |      |           |
|----------------------------------|--|---------------------|------|-----------|
| E Essential<br>Or D<br>Desirable | Requirements   | Assessment Criteria |      |           |
|                                  |  | App Form            | Task | Interview |
| <b>Experience</b>                |  |                     |      |           |
| E                                | Ability to teach biology at KS3, KS4 and KS5   | X                   | X    | X         |
| E                                | Knowledge and understanding of how students learn  | X                   | X    | X         |
| E                                | Ability to reflect on your own and student performance in lessons and adapt practice accordingly   |                     | X    | X         |
| E                                | Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in reading, writing, speaking, and listening |                     | X    | X         |
| E                                | Effective planning, assessment and record keeping  | X                   |      | X         |
| E                                | Ability to work independently and part of a team, contributing to the department and the whole school inset  | X                   |      |           |
| E                                | Ability to develop and maintain positive relationships with teachers, support staff and parents  |                     |      | X         |
| E                                | Effective classroom management and efficient organisation of resources   | X                   | X    | X         |
| <b>Qualifications</b>            |  |                     |      |           |
| E                                | A good degree in Biology or an appropriate subject   |                     | X    | X         |
| E                                | Qualified teacher status (QTS)   | X                   |      |           |
| <b>IT knowledge</b>              |  |                     |      |           |
| D                                | Expert knowledge of the Microsoft package (Word, Excel, Outlook, Publisher, PowerPoint)  | X                   |      |           |
| D                                | Ability to swiftly adapt to and utilise new/various systems/software   | X                   |      |           |
| D                                | Capable of making effective and appropriate use of ICT in lesson delivery and within the Learning Area   | X                   | X    |           |
| <b>Behavioural Competencies</b>  |  |                     |      |           |
| E                                | Superb communication and interpersonal skills  | X                   |      | X         |
| E                                | The ability to set, monitor progress towards, and achieve short, medium and long term targets for your area of responsibility                                | X                   | X    |           |
| E                                | Ability to manage meetings of a potentially challenging nature with confidence and professionalism   | X                   |      |           |
| E                                | Ability to prioritise workload in response to students needs and safety  | X                   |      |           |
| E                                | The upmost integrity and high levels of motivation and commitment.   | X                   |      |           |
| E                                | Ability to work effectively and calmly under potentially pressured circumstances   | X                   | X    |           |
| E                                | Ability to efficiently organise lessons and resources under potentially pressurised circumstances  | X                   | X    |           |
| E                                | Genuine interest and passion for the education of young people and the ability to contribute more widely to the life and community of the Federation         | X                   | X    |           |
| <b>Applicable to all staff</b>   |  |                     |      |           |



|   |  |   |   |   |
|---|--|---|---|---|
| E | Undertake training as required to fulfil the requirements of the role  | X | X | X |
| E | Support Mossbourne through your actions & attitude, adjusting performance and practice in accordance with Federation initiatives and directives. | X | X | X |
| E | Recognise your role as part of the success of Mossbourne.  | X | X | X |
| E | Play an active role in the safeguarding of all students and adults.  | X | X | X |

***Mossbourne Federation reserves the right to modify this job description to ensure the needs of the Federation & students are met.***

***The document is not a comprehensive list; it simply outlines the expectations of this role.  
This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.***