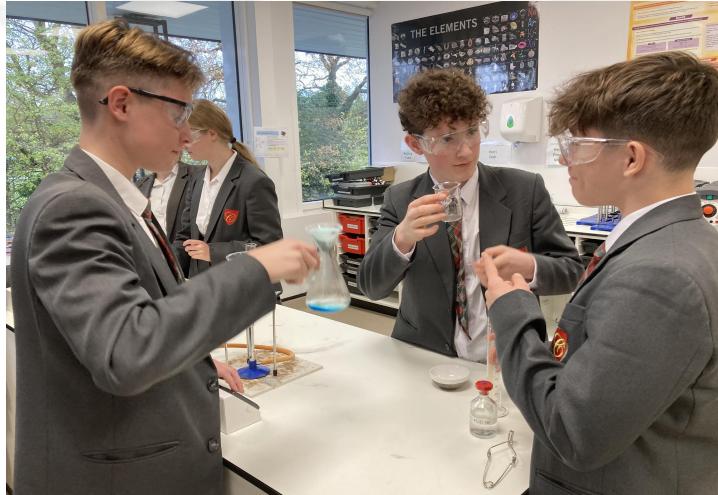




# TEACHER OF SCIENCE SENIOR DEPARTMENT Full or Part time

**Start: Autumn Term 2026**



## JOB DESCRIPTION AND PERSON SPECIFICATION

# About the School

## Growing Together in the Heart of Cobham

Since opening our doors in September 2012, Cobham Free School has evolved into a popular and consistently oversubscribed all-through school. Today, we are proud to be guiding pupils from their first steps in the infant years right through to Year 13.

**"The Best for All"** Our motto, *Optimum Omnibus*, is more than just a phrase; it is the foundation of our holistic approach. We combine high academic standards with a rich variety of enrichment opportunities, ensuring every student has the chance to excel.

**High Aspirations, Happy Pupils** In our 2023 Ofsted inspection, we achieved a "Good" rating in all areas, with inspectors praising our "culture of high aspirations." But beyond the grades, we are defined by our atmosphere. We are a happy, busy community where pupils behave well and pupils and staff alike feel supported.

Enjoying superb, newly equipped premises in central Cobham, we offer a friendly environment where every face is known, and every child and staff member is valued.

## About the Role

The Trustees and Senior Leadership Team wish to appoint a well-qualified, dynamic individual as a Teacher of Science to join our expanding Science Department. We are ideally looking for someone with a Biology specialism and able to teach the subject at KS4 and KS5 level. The position is either part time or full time, depending on the candidate's availability and experience.

The Science Department is a supportive team of 5 experienced science teachers with various specialties who are assisted by two highly skilled science technicians. The science department has 5 fully equipped laboratories and a science studio with all the resources necessary for practical learning. In our latest public examination result, the department achieved a pass rate which was significantly higher than the national average at GCSE level. Our A-level cohort is small allowing for personalised teaching and all three sciences are a popular choice at A level.

ECTs are most welcome to apply, we are experienced in offering dedicated support in conjunction with a successful local partnership. Experienced teachers can grow their career in a supportive and innovative environment.

Applications should be made using either the My New Term application form, or the application form available on our website <http://www.cobhamfreeschool.org.uk/jobs> and should be submitted by **23rd February 2026**.

Early applications are therefore advised and the school reserves the right to make an early appointment.

Visits to the school are warmly welcomed, please contact: [jobs@cobhamfreeschool.org.uk](mailto:jobs@cobhamfreeschool.org.uk) or Sonya Davies, HR on 0330 330 0237.

# Job Profile

## Job Purpose:

To take responsibility for the teaching of Science, providing a high quality educational experience for all pupils. To be an effective professional, who possesses thorough curriculum knowledge, can teach and assess effectively, is a reflective practitioner and whose students make rapid and sustained progress.

## Accountable to:

Head of Science, Head of Senior Department

## We can offer:

- A competitive salary, dependent on experience;
- A strong vision based on innovation and best practice from the state and private sector;
- A real commitment to Continuous Professional Development;
- A supportive Senior Leadership Team who are passionate about education and welcome ideas;
- Small class sizes of up to 26 pupils at KS3/4, in a happy and busy environment where pupils behave well and enjoy their learning;
- Small tutorial groups at A level taught in superb new accommodation;
- Shorter term times and holidays generally aligned to independent sector;
- An innovative approach to ICT where all students have access to Chromebooks, and;
- A friendly, supportive environment where all staff and pupils are known to each other.

*Cobham Free School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.  
All appointments are subject to an enhanced DBS check and other relevant pre employment checks.*

# Key Accountabilities

The following accountabilities should be considered in conjunction with the [Teachers' Standards](#).

## Teaching and Learning

To teach students by planning teaching to achieve progression through:

- Identifying clear teaching objectives and specifying how they will be taught and assessed;
- Setting tasks which challenge students, ensure high levels of interest and are appropriately adapted;
- Setting clear and personalised targets that build on prior attainment;
- Making provision for students who have special education needs or disabilities, are gifted and talented or who have other specific individual needs;
- Providing well structured lessons that have pace, motivation and challenge;
- Maintaining discipline in accordance with the school's procedures and encouraging good practice with regard to punctuality, behaviour, standards of work and homework;
- Using a variety of teaching methods to create a dynamic, engaging and enjoyable learning environment;
- Ensuring students acquire and consolidate knowledge, skills and understanding appropriate to the subject taught;
- Evaluating own teaching critically to improve effectiveness;
- Use ICT and Google Apps platform to effectively support teaching and learning;

## Development of the subject

- To take a lead role in promoting good practice in your subject area across the school;
- To actively promote your subject area through contributing to events, trips, assemblies and the extracurricular programme;
- To be aware of current curriculum developments in regard to the subject area.

## Planning

- To ensure that all lessons are thoroughly planned;
- To produce dynamic, detailed schemes of learning for current and future cohorts based on guidance from SLT;
- To plan how subject specific trips and other opportunities to learn beyond the classroom can be built into schemes of learning;
- To ensure planning effectively uses the potential of the Google apps platform;
- To review medium and long term plans in collaboration with other staff, taking into account school policy and advice, together with guidance and directives from Department of Education.

## Assessment

- To systematically assess, monitor, record and report on the learning needs, progress and achievements of students to ensure each student has the opportunity to maximise their potential;
- To diagnostically mark and monitor students' work and set targets for progress;
- Assess how well learning objectives have been achieved and use this information to inform planning and improve specific aspects of teaching;
- To contribute to the school specific assessment framework;
- To provide the extended leadership team with relevant information relating to pupils and progress;
- Undertake assessment of students as required by examination bodies and school procedures;
- Prepare and present informative reports to parents;
- Work with the extended leadership team in formulating a school wide approach to how assessment should be used as a tool to improve learning.

# Key Accountabilities

## Managing Resources

- To audit resources on a regular basis and work with other staff to assess further requirements taking account of budget constraints;
- To maintain an ordered attractive classroom;
- To contribute to high quality, frequently updated displays;
- To organise, direct and support the work of the learning support assistants.

## Other Responsibilities

- To secure a good standard of student behaviour and manage behaviour in a firm but caring way, taking into account the personal, social and emotional needs of pupils;
- To act as form tutor as required;
- To encourage good manners on and off-site;
- To be a point of contact for pupils and parents in regards to subject related issues;
- To work with other staff to identify relevant school improvement issues and continue to develop the curriculum;
- To participate in arrangements for the review of own performance and in opportunities for professional development;
- To have a working knowledge of teachers' professional duties and legal liabilities;
- To establish effective working relationships and set a good example through personal and professional conduct;
- To liaise effectively with SLT, staff, parents and trustees;
- To cover for absent colleagues if required.

## General School Duties

- To contribute to the development, implementation and evaluation of school policies, practices and procedures to support the school's values and vision;
- To be responsible for promoting and safeguarding the welfare of students and liaising with the Designated Safeguarding Lead as required
- To carry out break and supervisory duties as designated by the Senior Leadership Team;
- To attend school staff, parent and other meetings outside normal school hours as required;
- To take part in marketing and liaison activities, such as open evenings and events;
- To participate/lead off site activities including residential trips as required;
- To offer up to two after school extra-curricular activities each week (depending on working hours);
- To participate in the wider life of the school;
- To have a commitment to equality of opportunity and inclusion.

*Whilst every effort has been made to outline the key duties and responsibilities of the post, every task undertaken may not be identified in this job description. Staff will be expected to act in a professional capacity and be receptive to any reasonable request.*

# Person Specification

We are seeking a motivated and enthusiastic individual who can demonstrate the necessary qualities to enhance and complement our dedicated team. These include:

## Qualifications and Training

- A good undergraduate degree, relevant to subject specialism
- QTS, as recognised by Department of Education

## Knowledge and Skills

- Ability to plan, deliver, assess and record high quality lessons which inspire, motivate and challenge pupils.
- Creative and self-motivated with ability to establish a happy, challenging learning environment.
- Thorough, up to date knowledge or a range of teaching, learning and behaviour management strategies and how to implement these effectively.
- Knowledge of what constitutes high quality teaching and learning in the subject area.
- Experience of using data effectively to raise achievement.
- A team player with strong interpersonal skills.
- Confident using ICT for teaching, assessment and administration.
- Demonstrates a clear knowledge and understanding of relevant legislation and guidance in relation to working with, and the protection of, students and young people.

## Experience

- Recent relevant experience of teaching subject specialism with pupils in the age range in a private or state secondary school.
- Experience of delivering a broad and balanced curriculum, including planning, monitoring, assessment, recording and reporting of pupils' progress.

## Personal Attributes

- Dynamic and enthusiastic.
- Excellent communication and interpersonal skills.
- An adaptable and flexible approach.
- Ability to think creatively and imaginatively.
- Integrity and reliability.
- Readiness to evaluate own professional practice.
- A positive attitude and a good sense of humour.
- Commitment to equality of opportunity.
- Willingness to be involved in school community life.
- A desire to make a difference and a belief that education should provide young people with the skills and values for further study, the world of work and life.