

Cornwall
Education
Learning Trust

**Director of Science
Recruitment Pack**
Pay scale: L12-L16

Exceptional Educational Experience



Dan Morrow
Trust Leader



Rich Baker
Deputy Trust Lead

Welcome

At Cornwall Education Learning Trust (CELT), our mission is clear: to provide every learner with an **exceptional educational experience**. One that enables them to thrive, achieve and succeed in life. We believe in a **100%** mindset, that every learner, in every classroom, in every school, deserves the very best we can offer. For us, 100% means no compromise: no learner left behind, no community overlooked, and no opportunity wasted. Our strategic goals reflect this ambition. We are committed to empowering and growing our people, building an ambitious all-through entitlement, forging exceptional relationships with our communities, transforming provision through meaningful partnerships, and leading an ethical, effective and innovative organisation. These are not just aspirations; they are promises that shape the way we work and the culture we are building together.

Joining CELT means becoming part of a values-driven trust where collaboration, innovation, and care for people are at the heart of all we do. If you share our 100% mindset, are passionate about education, and want to make a tangible difference to learners and communities across Cornwall, we would be delighted to welcome you to CELT.

Dan Morrow
Dan Morrow
Trust Leader

EXCEPTIONAL
EDUCATIONAL
EXPERIENCE
100





Welcome from our Chair of Trustees

Our values are at the heart of everything we do. We believe in the power of **Collaboration**, building strong relationships and working together as one team to achieve our collective goals. We are committed to **Empowerment**, creating a culture where initiative, innovation and trust flourish, and where every individual feels valued, respected and motivated.

As a Trust, we are grounded in promoting **Leadership**, sharing a moral and ethical purpose to improve the lives of others and make a lasting difference for our learners and communities. And we embrace **Transformation**, approaching change positively so that we can all become our best selves and do our best work.

These values guide every decision we make and every action we take. They are the foundation of our Trust and the reason we can offer such exceptional opportunities for our learners and staff. If you choose to join CELT, you will be part of a values-driven organisation where people are supported to grow, contribute, and thrive.



Sally Foard
Chair of Trustees

Sally Foard

Sally Foard
Chair of Trustees





Cornwall Education Learning Trust

Our Family of Schools

Our family of schools have the privilege of educating 9000 learners across mid-Cornwall. We are passionate about collaborating and ensuring 100% of our learners have an exceptional educational experience.



9000
LEARNERS



1200
CELT STAFF



16
SCHOOLS



Director of Science

Purpose

The purpose of this role is to share our commitment to high standards and ambition, helping to lead our schools into the next stage of their development. The role focuses on outstanding curriculum design and delivery, ensuring that all students access an ambitious, knowledge-rich curriculum that is expertly taught and leads to excellent outcomes.

As Director of Science, you will shape the Science curriculum, champion staff development, and contribute to the success of our educational community. The role requires an innovative leader who is passionate about science education and committed to driving excellence across our schools.

You will report to the Director of Secondary Education and Headteachers. You will work closely with key stakeholders including the Executive Leadership Team, Director of Secondary Education, Headteachers, Deputy Headteachers, Assistant Headteachers, and Middle Leaders including SENDCo.

Principal Responsibilities

You will lead the design, implementation, and evaluation of a Trust-wide Science curriculum that is aligned with national standards and evidence-informed best practice. You will collaborate with senior leaders and Heads of Science to develop and monitor long-term strategies for Science education.

You will foster a culture of collaboration across Science departments, ensuring that expertise and resources are shared effectively. You will secure high standards of teaching and learning through robust approaches to assessment, feedback, and targeted improvement initiatives.

You will use data analysis to identify areas for improvement, track progress, and inform strategic decision-making. You will ensure that Trust-wide strategies lead to exceptional outcomes in Science. You will keep up to date with national developments in Science education and ensure compliance across schools. You will also share best practice and research from both national experts and CELT practitioners, and represent CELT at conferences and professional forums, showcasing our work.

Curriculum Leadership

You will ensure that a challenging and expertly sequenced Science curriculum is in place across all CELT secondary schools. You will determine and quality assure the suite of qualifications available in Science across CELT schools.

You will promote innovative pedagogy and the effective use of technology to enhance student engagement and achievement. You will also foster interdisciplinary links between Science and other subjects to enrich the wider curriculum.

You will support teachers in delivering inclusive and scaffolded instruction that meets the needs of all learners. You will ensure that the Science curriculum actively promotes equality, diversity, inclusion, and life in modern Britain, while embedding careers education within the subject.

You will develop and refine assessment strategies that accurately measure student progress and provide meaningful, constructive feedback.



Staff Development

You will design and deliver high-quality professional development for Science teachers to strengthen subject knowledge and pedagogy. You will mentor and coach Science leaders, providing clear guidance and feedback to support their professional growth.

You will facilitate collaborative learning communities across CELT Science departments, enabling staff to learn from one another and share effective practice. You will lead and coordinate Science contributions to CELT INSET days and other professional development opportunities, and organise subject network meetings across the Trust.

Trust-wide Development

You will build and sustain strong relationships with stakeholders, including leaders, teachers, parents, and external partners. You will work collaboratively with other Directors of Subject and senior leaders to support Trust-wide school improvement priorities.

You will work closely with primary colleagues to ensure a coherent and consistent approach to Science across all phases. You will contribute to an all-through entitlement, supporting effective student progression.

You will promote CELT's Science provision and celebrate its successes within the wider community.

General Responsibilities Applicable to all Staff

You will demonstrate and actively promote the values of Cornwall Education Learning Trust at all times. You will work effectively with colleagues to meet the needs of all pupils and carry out your role with professionalism in line with the Trust's Code of Conduct.

You will attend staff meetings and Trust-based INSET as required. You will take responsibility for your own continuous professional development, engaging in relevant training and learning opportunities.

You will be aware of and adhere to all applicable Trust policies and procedures. You will maintain the highest level of confidentiality at all times in relation to reports, records, and personal data relating to staff and pupils, in line with General Data Protection Regulations.

Additional Notes

This job description outlines the general nature and level of responsibility associated with the role and is commensurate with the grade. It is not intended to be an exhaustive list of all duties and responsibilities. The postholder may be required to undertake additional tasks as directed by their line manager, provided these are consistent with the main responsibilities of the role.

This job description may be amended at any time in consultation with the postholder. The postholder may also be deployed to any CELT secondary academy, depending on school improvement priorities.



Qualifications and Professional Development

| Essential | Desirable |
|---|--|
| Honours Degree in a Science-related subject | Achieved NPQSL or other NPQ |
| Qualified Teacher Status | Post-graduate qualifications in Science or related field |
| Evidence of continuing professional development in preparation for a leadership role. | |

Experience

| Essential | Desirable |
|--|--|
| Experience as a middle leader in a secondary school, with responsibility for Science. | Experience as a leader in more than one school. |
| Outstanding classroom practitioner with an excellent understanding of the core features of successful classroom practice, how pupils learn and effective behaviour management. | Experience of supporting Heads of Science in another setting. |
| Proven record of leading a successful Science Department to exceptional outcomes. | Experience in project management, including planning, implementation, monitoring, and evaluation of initiatives or programmes. |
| Experience in curriculum and development and assessment. | Knowledge of Ofsted inspection processes. |
| Experience of leading impactful professional development for staff. | |
| Strong leadership skills, with the ability to motivate teams and drive change. | |
| Up-to-date knowledge of the national curriculum, exam specifications and Ofsted expectations. | |

Values-related Qualities

| Essential | Desirable |
|--|--|
| <p>Collaborate - ability to work effectively as a team.</p> | <p>Knowledge of speech, language and communication development</p> |
| <p>Empower - ability to take initiative and problem solve in order to mprove performance.</p> | <p>Understanding of SEND, particularly communication and interaction needs</p> |
| <p>Leadership - to lead by example and achieve shared goals</p> | |
| <p>Transformation - ability to recognise a need for change and adapt accordingly.</p> | |



Applying to CELT

We welcome applications via My New Term in the CELT Careers section of our website: www.celtrust.org.

If you would like to arrange a visit or discuss the role further, please email recruitment@celtrust.org so that a booking link may be sent to you.

We want every candidate to know exactly what to expect from our recruitment process. All CELT application packs clearly set out key information: salary, interview dates, and application deadlines. All line managers involved in recruitment are trained to recognise and reduce bias, ensuring a fair and consistent experience for every applicant.

More information about our approach can be found in our Recruitment and Selection Policy via the trust website.



Safeguarding

Safeguarding is the golden thread through CELT - safeguarding is everyone's responsibility. We promote an open culture of learning and development where good practice is celebrated and mistakes are used to learn and improve practice and therefore outcomes for our learners.

A whole-school approach to safeguarding means listening to the voices of everyone in the school community. This includes learners as well as parents, carers and school staff.



Amy Daniels
Director of Inclusion

All offers of employment are conditional and subject to satisfactory pre-employment checks including receipt of original qualification documents, references, medical screening, proof of eligibility to work in the UK, Childcare Disqualification check and an Enhanced Disclosure and Barring Service (DBS) check.



Our vision is to build and nurture a talented, diverse team who are proud to deliver exceptional education across our Trust.

We believe in working together, treating everyone fairly, and always learning and growing. We are committed to creating a safe, inclusive, and supportive workplace where every colleague feels valued and inspired to do their best.

By investing in and caring for our people, we unlock their potential – enabling them to make a real difference to our schools, our learners and the communities we serve.

CELT is committed to developing and empowering staff by ensuring that every colleague has the opportunity to thrive in their current role while being prepared for future opportunities.

Lea Randall

Lea Randall
People Services Lead



Lea Randall
People Services Lead

**Empowering
our people to
support, teach
and lead**



Claire White
Headteacher

I feel privileged to have been part of SW100's cohort 2. I finished the year a different leader to the one I was 12 months before and I've never been more committed to change in our system. It reinforced my belief that teaching truly is the best job in the world.



Andrew Gasiorowski
IS Manager

I joined Brannel School as an apprentice and now manage the information services team at Poltair School. Working at CELT has enabled me to progress professionally and has provided opportunities for me to work on strategic projects across the Trust.



Rebecca Blizzard
Assistant Headteacher

From gaining valuable leadership experience as Head of Science I felt ready and supported to become an Assistant Headteacher. I value the range leadership opportunities at CELT and the strong collaboration amongst colleagues and our family of schools.

Staff Entitlement

As a Trust we understand that we have a responsibility to create a future-focused team that is ready for change and able to support our development. Part of this future planning involves succession planning and dynamic talent management.

Talent management is crucial at both a strategic and an individual level. It is about the value that every individual brings to Cornwall Education Learning Trust. By understanding people's strengths and unique contributions, we can ensure that they receive the development they need to have the maximum impact in their current and future roles.



Personal Growth & Inspiration:

- Exceptional development opportunities through training, mentoring, and networking.
- Complimentary access to Inspiring the South West conferences to fuel your ambition.



Health & Wellbeing:

- Free annual flu jabs, health screenings, and eye tests to keep you feeling your best.
- Discounted gym and leisure centre memberships to support your fitness goals.
- Wisdom app access for mental health support, mindfulness, and resilience.
- Confidential helpline and counselling through Health Assured, available 24/7.



Family & Flexibility:

- Up to 5 days paid emergency leave for dependants when life throws a curveball.
- Family-friendly policies and flexible working arrangements to help you balance work and home.



Perks & Extras:

- Cycle to Work scheme to promote greener commuting and save on bike purchases.
- Generous public sector pension scheme to invest in your future.



CELT CENTRE OF
EXCELLENCE

At CELT, we believe inspiration should flow through our staff as much as our students. Great teaching comes from colleagues who are curious, ambitious and continually developing their practice. Professional learning isn't an add-on – it's part of who we are.

The CELT Centre of Excellence at Penrice Academy brings this vision to life. It offers a place to reflect, learn and plan next steps, supporting colleagues at every stage of their career. Through programmes such as Future Leaders, New and Aspiring Leaders, and the upcoming Flourishing Programme, the Centre provides clarity, connection and opportunity for all roles across CELT.

Our aim is simple: to help every colleague grow, feel valued and thrive. By investing in ourselves, we strengthen our culture and keep inspiration at the heart of our classrooms.

CLICK HERE



"CELT is where teaching talent takes flight, and connection becomes the fuel that propels us forward. With comprehensive support, collaborative communities, mentoring, research-informed practice, and an unwavering focus on equity, CELT creates an environment where both teachers and learners thrive."



Hayley Bissenden

Hayley Bissenden

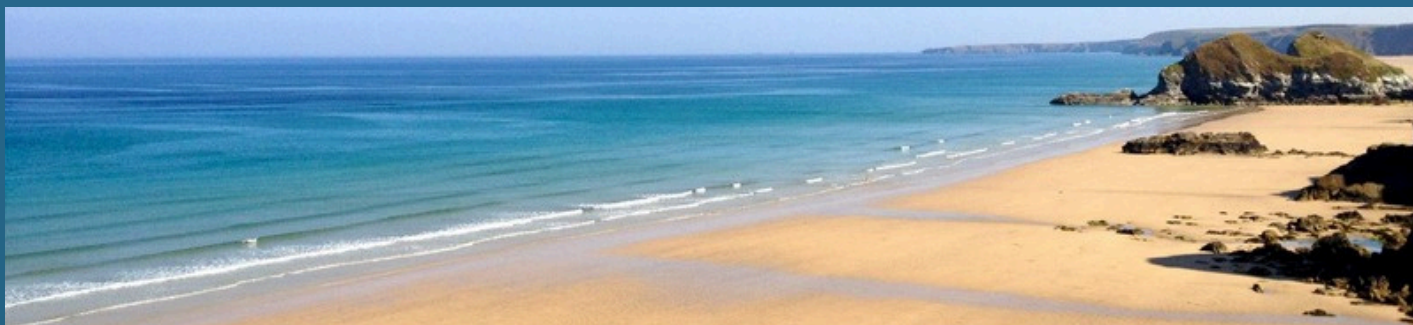
Director of the
Centre of Excellence





Living and Working in Cornwall

A Life That Feels Different—in the Best Way



Cornwall offers a rare blend of meaningful work, breathtaking surroundings and an exceptional quality of life. Our schools sit at the heart of proud, supportive communities where relationships matter and staff quickly feel part of something bigger.

Community

Cornwall's towns and villages are close-knit, welcoming and full of character. Families are deeply invested in their local schools, and the strong partnership between home and school is a defining feature of life here. When you join us, you're joining a place where people genuinely look out for one another.

Lifestyle

From beaches and rugged coastline to moorland and open countryside, Cornwall's natural beauty is always within easy reach. Shorter commutes and access to the outdoors help create a healthy balance between work and life—and the space to truly recharge.



Infrastructure

Cornwall is ambitious about its future. From major road improvements such as the upgraded A30 to enhanced digital connectivity and the convenience of Cornwall Airport Newquay, the region continues to invest to keep people connected and moving.

Families

Safe communities, excellent schools, and a huge range of activities make Cornwall an exceptional place to raise children. Whether it's beach days, outdoor adventures or creative arts, there's always something to inspire young minds.