

JOB DESCRIPTION

POST TITLE: Teacher of Biology

POST RESPONSIBLE TO: Lead Science

START DATE: 1st September 2025

JOB PURPOSE

- To be an outstanding classroom practitioner who consistently delivers the highest standards of teaching, embraces our vision and integrated curriculum and ensures that our students achieve the highest outcomes in biology.
- To perform all the professional duties of a teacher under the direction of the Lead for Science and Vice Principal.

DUTIES AND RESPONSIBILITIES

Principal Responsibilities

- To ensure that the vision and values of WMG Academy for Young Engineers are evident in every aspect of the role;
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role;
- Working with other colleagues, play an active role in delivering WMG academy priorities, culture and vision;
- To contribute to the development plan for the department and the WMG Academy for Young Engineers;
- To play an active role in the marketing and recruitment of students, parental reviews and other events at the WMG Academy for Young Engineers;
- To meet regularly with the Lead for Science and be accountable for your own Performance Management;
- To attend meetings as required;
- To ensure effective use of resources to the benefit of all staff and students;
- To comply with health and safety rules and legislation, ensuring the safety of students and staff at all times;
- To be involved in the enrichment programme for the WMG Academy for Young Engineers.
- To maintain discipline in accordance with the policies and procedures for the WMG Academy for Young Engineers and to encourage good practice with regard to punctuality, attendance, behaviour, standards of work and independent learning;
- To comply with all policies and procedures of the WMG Academy for Young Engineers;

Curriculum

- To work with the engineering department to develop and implement employer commissions and relevant programmes of study;
- To engage with employers to develop learner employability skills, ensuring work related learning experiences are at the core of the WMG Academy for Young Engineers curriculum;
- To work with other departments to map in other subject areas into the commission projects.

Teaching and Learning

- To ensure a high-quality learning experience for students that engages and excites them;
- To promote the highest standards of teaching and learning, share best practice with other curriculum areas and develop the Academy model for outstanding learning;
- To be committed to continue improvement in teaching practice to ensure students achieve outstanding outcomes;
- To demonstrate outstanding teaching across the full ability range from Years 10 to 13;
- To provide a variety of learning materials and resources for use in educational activities and to identify and select different resources and methods to meet students' varying needs;
- To establish a purposeful and safe learning environment;
- To ensure learning is relevant for all students according to their educational needs;
- To maintain and develop an excellent knowledge and understanding of the subject area and related pedagogy, including the contribution that chemistry can make to cross-curricular learning;
- To make effective use of an appropriate range of observation, assessment, monitoring and recording strategies;
- To develop schemes of work and lesson plans in conjunction with the Lead for Science and with other departments as relevant;
- To ensure that learning objectives are shared with students and are achieved during sessions;
- To design opportunities for students to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context;
- To set appropriate work for classes when absent;
- To ensure that schemes of work, including lesson plans, are in place that will enable access to the highest grades by all students in all courses taught in biology;
- To keep up to date with developments in the curriculum area, teaching methods and resources and make relevant changes to schemes of work and lesson plans as appropriate;
- To hold positive values and attitudes and adopt high standards of behaviour in your professional role.

Assessment, Recording and Reporting:

- To assess the achievement of learning objectives within sessions and reflect this in own teaching practice and the learning of students;
- To evaluate performance of students within your lessons, providing feedback for parents, students, staff and SLT;
- To assess student work regularly with timely feedback, setting targets for improvement;
- To ensure that learners meet and exceed the targets they are set and are aware of what they need to do to improve;
- To ensure that the Assessment, Reporting and Recording policy is adhered to for learners within your lessons;
- To assess in line with Awarding Body requirements and ensure that it is timely.

Pastoral duties:

- To be an active Pastoral tutor working with an identified cohort of learners across all years.
- To follow the pastoral system policies and procedures as identified by the Director of Pastoral

and Additional Educational Needs;

- To deliver effective pastoral sessions this will include PSHE, Citizenship, CIAG and pastoral reviews;
- To conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them;
- To act as the main point of contact with parents for the identified cohort of learners and perform reviews with them.

All our academic staff will be measured against the teachers' standards.

Any other duties commensurate with the level of this post and as directed by the Principal.

Person Specification for Teacher of Chemistry

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively:

REQUIREMENTS The post holder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS
QUALIFICATIONS	
Honours degree or equivalent in relevant subject	E
Post graduate or further relevant professional studies	D
Qualified teacher status	D
EXPERIENCE	
Proven record of success as a teacher in education or within an industrial environment	E
Experience of working with a range of partners both in and outside the world of education	D
An understanding and demonstration of barriers to learning and how to overcome this	E
Understanding of outstanding teaching, learning and assessment strategies	E
Understanding of behaviour for learning.	E
Experience of working with Gifted & Talented pupils	D
Relevant worked based professional experience	D
KNOWLEDGE AND SKILLS	
Excellent subject knowledge	E
Knowledge and understanding of current curriculum developments	D
Ability to analyse and interpret student performance data and set targets	E
Ability to create an ethos which enables all students to achieve their potential	E
To be able to work effectively as a team	E
Excellent interpersonal skills and ability to work in partnership with a diverse range of stakeholders	E
Excellent literacy, numeracy and ICT skills	E
Knowledge and understanding of health and safety policy	E

An ability to inspire students in Y10 to Y13	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	D
Confidentiality and discretion	E
Ability to organise, plan and prioritise	E
Excellent communication skills	E
A commitment to safeguarding to learners within the academy	E
Enthusiasm, optimism and energy	E

All offers are subject to clearance of references and enhanced DBS checks

FURTHER PARTICULARS

“We have some of the best companies and supply chains in our local area, and they all desperately need new talent and skills to help them grow. That is why the WMG Academy for Young Engineers is so important”

Professor Lord Bhattacharyya, Chairman, WMG

The WMG Academy for Young Engineers

The WMG Academy for Young Engineers is a University Technical College for 14 - 19 year old learners, opening in September 2014. Formed between a partnership of the University of Warwick (led by Warwick Manufacturing Group - WMG) and with the support of national, regional and local businesses such as Jaguar Land Rover, National Grid and Prodrive, who are committed to providing a better way of learning for the engineers of the future.

The WMG Academy will focus on engineering, information, digital and communication technologies. It will cater for 640 students of 14 - 19 years from Coventry, Warwickshire and Solihull. The WMG Academy will initiate and support the development of well-educated and industry trained students who not only have the qualifications but also the functional skills, knowledge and personal qualities to make an impact in the world of work and/or further and higher education.

Our vision

We will ensure that our students have raised aspirations that will provide the motivational drive to succeed. Strong employer and further and higher education links, as well as a professional ethos and culture, will ensure the students will be in demand from employers.

Our unique status of working very closely with some of the biggest employers in the region means that we have shaped the curriculum from day one to ensure we produce students with a professional ethos and culture that is in high demand in today's working world.

The focus of the curriculum will be a series of projects – real business-focused, practical problems and challenges that reflect fully the world of work. Employers will provide mentors to help our students get a full understanding of life in engineering. This 'better way of learning' means that education will be exciting for our students. We will give them an experience of real value; one that will lead to a diverse range of positive progression pathways for every single student.

Team working will be the norm and students will work together to develop the skills that employers' value. We are committed to developing team working, problem solving, creativity, leadership, communication, resilience and an ability to respond to change. As staff, it is our role to model those skills and behaviours to our learners in everything that we do.

The Role

The WMG Academy is looking for teachers who have excellent teaching skills. The successful candidate will inspire and enthuse learners with their passion, ensuring that the WMG Academy's outcomes in these subject areas are outstanding.

You will demonstrate and demand the highest standards of delivery and you will be fully committed to raising attainment to enable all learners to achieve outstanding success when the Academy opens in September 2014.

Reporting to the Lead teacher, you will be responsible for the planning and delivery of outstanding lessons of this specialist curriculum and will be expected to work with the engineering department to develop the employer commissions. You will provide timely feedback for students on their work to ensure they are to achieve and realise their targets. All teachers will be pastoral tutors working closely with an identified cohort of learners.

This is a unique opportunity to be involved in a new and exciting academy; designing and leading an innovative approach to learning and ensuring that learners achieve the highest outcomes and opportunities.