



## Lead practitioner for biology

Start date:	September 2022 or earlier (happy to negotiate around Yr11/13 classes)
Salary:	Leadership pay range L11- L15 (£54,091 - £59,581)
Closing date:	Wednesday 26 January 2022 (interviews week commencing 31 January)
Location:	Ideally located within 20 miles of an OAT academy (please see map in supporting documents).
	Regular travel across the OAT network required.
	Full or part time hours considered. Please state your preference for part time and number of days within your application.

**Ormiston Academies Trust (OAT)** is one of the largest not-for-profit multi-academy trusts in England. Our aim as a charity, alongside our schools, is to help provide local children with a great education. We educate over 30,000 pupils across five OAT regions in over 40 schools – currently 32 secondary schools, six primary schools, four alternative provision schools and



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one special school. We are one of the longest established Trusts and have been sponsoring academies since 2009. Our vision is for all young people to have access to the highest academic, social and practical skills required to achieve their full potential, whether going on to study at a leading university or entering the world of work.

Our mission is to become the Trust that makes the biggest difference, both inside and outside the classroom.

We are looking to recruit an outstanding teacher to work as a lead practitioner for biology across all schools within our Trust.

The support you offer our leaders and teachers will be vital in ensuring that *all* our schools achieve the same successes. Joining a school improvement team led by a national director, you will use your passion, subject knowledge and expertise in biology to drive forward the quality of the science curriculum and teaching and learning. This is an exciting role that requires flexibility, team spirit, and a willingness to learn. It will suit individuals who want to take a step-up and work at a more strategic level in biology across a range of schools including primary, 11-19 and alternative provision.

Our expectations are high. We are aiming to ensure that all our schools show strong progress in science so that students can progress onto further study, university or employment of their choice. We see having an expert lead practitioner for biology as a fundamental part of being able to make that happen.

The successful candidate will:

- be an outstanding teacher with a proven track record of securing sustained excellent outcomes
- have up-to-date knowledge of subject curricula and assessment requirements
- be proficient in teaching biology to A-Level
- have proven experience of identifying and implementing effective strategies for improving attainment in biology, ideally in different contexts
- have a highly effective style that is both consultative and influential
- be able to demonstrate resilience, motivation and commitment to driving up standards of achievement

In return, we offer great career prospects in a supportive environment, commitment to your continued professional development, pension, health cash plan, EAP, 24-hour GP service and other generous staff discounts.

To apply, please submit your completed application and supporting statement by 12 noon on Wednesday 26 January 2022.

For an informal discussion about the role, or if you have any additional queries, please contact the senior lead practitioner for science, Simon Shanks at [Simon.shanks@ormistonacademies.co.uk](mailto:Simon.shanks@ormistonacademies.co.uk)

*OAT is committed to safeguarding children and expect all our employees to share this commitment; successful candidates will be subject to an enhanced Disclosure and Barring Service check.*

Reports to:	Senior lead practitioner for science
Start date:	September 2022 or earlier by negotiation
Salary:	Leadership pay range L11-L15 (£54,091 - £59,581)
Location:	Ideally within 20 miles of an OAT academy

## Job Description: Lead practitioner for biology

### The Role

The lead practitioner for biology will promote and implement strategies for improving attainment in science, specifically biology, across all academies in our network. Working in partnership with the school improvement team, principals and heads of department, the role involves a strategic overview of subject development across the network alongside day-to-day involvement with science departments. This will include activities such as coaching, planning, leadership development, modelling strong practice, data analysis, curriculum development and support with student intervention.

Our lead practitioners also get involved in teacher training through our SCITT, delivering subject specific sessions for trainees. Most of our lead practitioners also deliver sessions to our early career teachers. Some lead and coach on our NPQS or other internal leadership courses and we would be happy to tailor this part of the role to your own experience and interests.

As a Trust we particularly value enrichment and social action as part of a core entitlement for all our pupils. Our lead practitioners therefore design and lead on whole trust national enrichment competitions in their discipline. Consequently, a willingness to ensure that there is an offer for biology is important and ideally this prospect will excite you.

Lead practitioners are allocated 'assignments' on a termly basis, depending on the needs of our schools. OAT has schools across England so travel is a necessity of the role and it is likely that you will be away from home for one night a week, occasionally two. Travel and accommodation expenses are covered by the trust.

A key part of the role initially is being part of the OAT science curriculum design, so you will need to have a passion for that along with the confidence to know that what we are creating in terms of biology is fantastic – you will be the expert. Therefore, we ask for confidence without ego. We want to find someone with a real willingness to listen to others and be excited about the potential of what literally hundreds of science teachers in our trust can also offer to shaping that design. You will not be alone; we have two lead practitioners for science (one in a senior role who will line manage you) and are now appointing three more practitioners to the team. You will also be part of a wider team of around 36 lead practitioners across a range of subjects. Whilst they come from all walks of life and experience, they share the same love of working with young people, moral purpose, relentless optimism and a 'can-do' attitude. If this sounds like you, then please get in touch.

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### Key responsibilities

- Contribute to the design and sequencing of an ambitious new trust science curriculum, including the writing of quality schemes of learning, including curriculum assessments
- To be the lead expert for biology within this curriculum
- Developing subject specific resources to support the delivery of the curriculum
- Provide remote and in person CPD to support the delivery of both the OAT curriculum and school's own curriculum where they are not following the OAT model (we do not standardise). This will include, but is not limited to bespoke school support, trust wide CPD or specific demographic CPD (e.g., ECTs, primary)
- Provide remote and in person student interventions, as needed and where appropriate
- Keep up to date with the latest local, national and global developments within their area of specialism
- Support the continued enrichment of science nationally across OAT
- Support heads of department in each allocated academy as needed, ensuring agreed best practice is being followed, providing extra support and capacity where it is needed
- Support the development of teaching capacity within allocated academies, working in partnership with the academy's teaching and learning leads by modelling great teaching
- Work with allocated academies to ensure that the curriculum, delivery model and assessments being used are of the highest quality
- Provide support to academy leadership teams and subject leaders to address underperformance in science departments
- Ensure that subject knowledge, curriculum understanding and pedagogy around GCSE and A-Level specifications are facilitated in allocated academies
- Take part in monitoring and review work across the region as requested by the regional or national director
- Research and evaluate innovative curricular practices and draw on research outcomes and other sources of external evidence to inform own practice and that of colleagues
- Support with science recruitment as requested by principals

### Other

- Undertake other various responsibilities as directed by the line manager

## Person Specification: Lead practitioner for biology

### Qualification Criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Able to teach as a subject specialist to A-level

### Experience

- Proven record in delivering outstanding attainment and progress in science
- Experience of identifying, implementing, monitoring and evaluating effective strategies for improving attainment in science, ideally as a head of department but we will consider those who have lead biology but not a whole department
- Experience of leading, coaching and mentoring science teachers, as well as delivering staff training to support improved attainment and progress

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### Knowledge and skills

- Up to date knowledge of the current science national curriculum and assessment requirements at GCSE (and ideally A-Level)
- Recent experience of teaching and delivering great results in a secondary school
- Excellent communication and presentation skills
- Ability to consider both the detail and the 'bigger picture'
- Self-motivated and resilient
- Effective team worker and leader
- Be keen to develop their own knowledge around primary and alternative provision

### Values

- Personal vision is aligned with Ormiston Academies Trust's vision
- Genuine passion and a belief in the potential of every student
- Motivation to continually improve standards and achieve excellence above norms

### Other

- This post is subject to an enhanced Disclosure and Barring Service check.

*Ormiston Academies Trust is committed to safeguarding and promoting the welfare of children and young people in our academies. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.*