

INVICTUS

Education Trust

Invictus Education Trust Vacancies For Lead Practitioners of Science

February 2023

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Education Trust

WE ARE SEEKING TO APPOINT LEAD PRACTITIONERS OF SCIENCE

**BASED AT OUR HEADQUARTERS AT KINVER HIGH SCHOOL
COMMENCING EASTER 2023**

LEADERSHIP SALARY RANGE L7- L11 £51,470 - £56,796

The Board of Trustees is seeking to appoint Lead Practitioners of Science who are outstanding practitioners and who have the ambition to accelerate improvement and raise standards in science across the Trust.

Invictus Lead Practitioners are professionals who take responsibility for ensuring that students have access to the highest quality of education for their subject. Lead Practitioners ensure the quality of their subject provision, curriculum, teaching and assessment. As a Lead Practitioner of Science you are accountable for subject performance, improvement, attainment and progress in your specialist area. The role of a Lead Practitioner works very closely with the Head of Department and SLT lead for the Quality of Education in order to raise standards of teaching and learning in science.

Successful candidates will be required to support the development of extra-curricular opportunities and an exciting curriculum that suits every type of learner and will have the tenacity to make a real difference to the lives of our students. Successful candidates will be a committed team player with excellent organisational and motivational skills.

You will have;

- A commitment to promoting the vision, mission and values of the Trust
- A commitment to getting the best outcomes for all students
- The confidence, the knowledge and the expertise to lead in your own subject area at Trust level
- Senior/Middle leadership experience in education and/or simply be an excellent practitioner with the skills to model this for others
- A successful track record of leading and evaluating whole school/Trust wide initiatives
- The ability to engage, challenge, motivate and empower senior and other leaders

You will be;

- Committed to the highest standards of child protection and safeguarding
- Passionate for developing the values and ethos of the Invictus Trust
- Committed to making a positive difference to all of our students and our community
- Self-motivated and self-confident
- A strong manager of people
- Reliable, resilient and tenacious

We can offer you:

- A Trust which, every day, in every way, puts its students first
- A Trust that is genuinely at the heart of its community
- Staff and governors who are committed, talented and highly motivated
- An innovative curriculum
- Students who are committed to learning
- Commitment to ongoing professional development for all staff

To arrange an informal discussion about the role, please contact Amy Buttery, PA to Tony Bowles, CEO on 01384 686510.

Please apply via ETeach

Closing Date for Applications: Monday 13th February 2023 9am

Interviews will take place on Wednesday 15th February or Thursday 16th February 2023 at
Headquarters, Kinver High School Enville Road, Kinver, Stourbridge,
DY7 6AA

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JOB DESCRIPTION

JOB TITLE: Lead Practitioner

SPECIALISM: Science

DEPARTMENT: Trust Headquarters

SALARY RANGE: L7 – L11

REPORTING TO: Director of Education

RESPONSIBLE FOR: To support SLT lead for Quality of Education and the Head of Science in raising standards of teaching and learning in science to ensure positive outcomes and progress.

LIAISING WITH: Headteacher, Senior Leadership Team, Governors, Head of Department, teaching and support staff, outside agencies, parents/carers and the Trust's central team

Main purpose:

The Lead Practitioner of Science is part of a team of professionals that take responsibility for the quality of individual subject provision, curriculum and teaching and assessment. The Lead Practitioner is also accountable for ensuring students have opportunities for and experiences of extra-curricular Science activities in addition to the responsibility for subject performance, improvement, attainment and progress in their subject area.

The Lead Practitioners will work very closely with the Heads of Department Senior members of staff and members of the central team. Lead Practitioners work across the Trust, engaging with Middle and Senior Leadership teams to accelerate improvement and raise standards in their subject area.

Lead Practitioners will support in planning and teaching high quality lessons whilst challenging and supporting subject teams to achieve ambitious targets to improve outcomes whilst ensuring

	<p>students engage in extra-curricular activities. Lead Practitioners will analyse performance data to ensure that students are appropriately supported to achieve their best possible outcomes.</p> <p>As a Lead Practitioner your primary purpose will be to model the highest level of teaching and learning in your own classroom and then to support and lead the improvement of others.</p> <p>Lead Practitioners will provide focussed direction across the Trust to effectively achieve the strategic aims and objectives set by the Trust, in a way that embeds the Invictus culture.</p>
MAIN DUTIES:	
Strategic	<ul style="list-style-type: none"> • To facilitate systematic reviews of the subject provision across the Trust • To participate in subject reviews and development days, as appropriate • Engage Heads of Department to improve the quality, equity and effectiveness of schemes of work, improvement and intervention strategies, policies and procedures • To work closely with Heads of Department to ensure students' involvement in extra-curricular activities and wider opportunities • To work with Heads of Department to carry out audits of quality, developing actions plans to improving teaching and learning outcomes • Act as a critical friend and thought partner to colleagues in the design and delivery of the curriculum • Coach and develop Heads of Department, ensuring they have the knowledge and skills to support their teams so that teachers deliver highly effective lessons • To facilitate CPD within area of expertise • To liaise and work collaboratively with colleagues across the Trust to deliver strategic priorities • To liaise and work collaboratively with local feeder primary schools to deliver strategic priorities • To triangulate support with Director of Science
Operational	<p>To assist with the effective operation of subject teams individually and with others to:</p> <ul style="list-style-type: none"> • Deliver highly effective teaching and lead high impact intervention strategies • To deliver outstanding, high impact lessons that raise pupil progress. • Ensure a full extra-curricular programme exists for all students • Actively engage participation in extra-curricular activities from all groups of students • Teach key sets of students across the Trust at GCSE and A Level • Design curriculum plans appropriate to the national curriculum, exam board requirements and in line with the Trust's Strategic Plan • Develop schemes of learning, resources, teaching and learning strategies • Mark work, assess, record and report student progress • Provide a stimulating learning environment • Have due regard for maintaining health and safety and security in school • Contribute to department and school enrichment programmes • Contribute to reviewing, monitoring and evaluation and the development of working practices • Lead and participate in working groups and projects • Take part in other professional development activities • Work with the subject department to improve attainment, classroom practice, and professional development • Model outstanding teaching • Raise student and staff aspirations at all levels • Raise student attainment by leading improvements in teaching and learning • Work with other staff on classroom organisation and teaching methods • Lead continuing professional development activities • Share and develop best practice • Keep up to date with new teaching and learning strategies and develop them across the Trust • Identify educational research to enhance existing practice • Develop action planning based on the needs of the school/department

	<ul style="list-style-type: none"> Producing high quality teaching materials Update existing and create new schemes of learning Lead the introduction of new technologies as relevant to any given setting Advise staff on continuous professional development Design and deliver professional development activities Participate in the planning and delivery of focused in-service training days Support teachers experiencing difficulties Observe and feedback on the teaching of colleagues experiencing difficulties Contribute and/or develop a structured programme of advice and guidance within schools Be a critical friend to Heads of Department and other Leaders Work with Heads of Departments to provide appropriate intervention for students To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in the job description Work collaboratively as part of the Invictus Team Undertake any professional duties the CEO reasonably delegates Follow all Trust policies and procedures at all times
Staffing and Resources	<ul style="list-style-type: none"> Undertake appraisal reviews as required by the CEO Line-manage staff as indicated by the Trust's Central Team structure as appropriate Actively monitor and respond to developments and initiatives at national, regional and local levels Contribute to the recruitment and induction of new staff as required Promote teamwork and effective working practices
Teaching and Learning/CPD	<ul style="list-style-type: none"> Report to the CEO and Trustees on all aspects of responsibilities as required Identify appropriate Trust development needs and monitor progress against actions taken Provide relevant information relating to student and staff performance Evaluate the impact of all improvement activities and report on the outcomes
Other professional requirements:	<ul style="list-style-type: none"> Establish and maintain regular communication in the Trust Communicate with parents/carers and outside agencies where appropriate Attend professional meetings as required Be responsible for personal professional development and to keep up to date with educational initiatives that impact on the Trust and specifically in relation to Teaching and Learning Attend Governance meetings as and when required Actively engage in the Trust's appraisal process Take part in the Trust's staff development programme Attend and contribute to meetings Work as a part of a team and positively contribute to effective working relationships Take part in Trust events as directed by the CEO Undertake the professional duties of a teacher and leader as set out in the school teachers pay and conditions document Be a role model of the Teachers' Standards
Other Specific Duties	
<ul style="list-style-type: none"> Play a full part in the life of the Trust community, to support its vision, mission and values Be an ambassador of the Invictus ethos and to encourage and ensure staff and students follow this example Be courteous to colleagues and be welcoming to visitors Comply with the school's Health and Safety Policy and undertake risk assessments as appropriate <p>Whilst every effort has been made to outline the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to carry out any reasonable request to undertake work of a similar level that is not specified in this job description. This job description is current at the date shown but following consultation may be changed to reflect or anticipate changes in the job which are commensurate with the job title and salary.</p>	
Support for the Trust	

- To take a full part in promoting the good name of the Trust and contributing positively to the overall ethos/work/aims of the Trust
- Be aware of and comply with policies and procedures relating to child protection, health and safety, security confidentiality and data protection
- Comply with the Trust's dress code
- Attend and participate in meetings as required
- Participate in training, other learning activities and appraisal as required
- Recognise own strengths and areas of expertise and use those to advise and support others
- It is the responsibility of all adults employed by Invictus Education Trust to safeguard and promote the welfare of children and young people. This responsibility extends to a duty of care for those adults employed, commissioned or contracted to work with children or young people.

Person Specification

Criteria	Essential	Desirable
Qualifications	Qualified teacher status Honours Degree in relevant subject Professional development in preparation for a leadership role Evidence of relevant CPD Full driving license	Evidence of further study e.g. NPQML
Experience	Middle/Senior leadership and management experience in a school and/or excellent classroom practitioner Successful track record of planning and delivery of extra-curricular programme Successful track record of leading teaching and learning Successful track record of leading and evaluating whole school initiatives in the subject specialism Involvement in school self-evaluation and development planning Line management/appraisal experience Experience of leading on staff development and staff wellbeing	Senior leadership and management experience in a range of educational settings Successful track record of leading and evaluating Trust wide school initiatives
Skills and knowledge	To have the confidence, the knowledge and the expertise to lead in your own subject area at Trust level Ability to work effectively in a high performing team Understanding of high-quality teaching, and the ability to model this for others and support others to improve Effective communication and interpersonal skills Ability to communicate a vision and inspire others Ability to build effective working relationships Self-motivated and self-confident Ability to demonstrate reliability, integrity, resilience and tenacity	Knowledge of latest Ofsted requirements relating to quality of education and leadership and management
Personal qualities	A commitment to getting the best outcomes for all pupils A commitment to promoting the vision, mission and values of the Trust Ability to work under pressure and prioritise effectively Commitment to maintaining confidentiality at all times Commitment to safeguarding and equality Excellent interpersonal and communication skills Positive and flexible approach to opportunities and challenges Ability to self-evaluate and respond positively to constructive criticism Ability to inspire, challenge and motivate others	
Flexibility	To work flexibly to meet the needs of the Trust and its educational establishments. Can be required to work in any location within the Trust	

This job description/person specification may be amended at any time in consultation with the postholder.

Chief Executive Officer's signature: _____

Date: _____

Postholder's signature: _____

Date: _____