



**Middleton
Technology School**



**Great Academies
Education Trust**

CANDIDATE PACK

LEAD TEACHER OF SCIENCE



WELCOME FROM THE HEADTEACHER

As you will know, our motto is straightforward: “In pursuit of excellence”. We strive every day to meet this challenge of excellence, and encourage all of our students to do the same, even though we know that this may test their resilience at times.

Why?

Because our school vision is for every student, regardless of background or circumstance, to leave our school work and college ready.

We place a high priority on ensuring that all students achieve the best academic grades they can; supported by a strong culture of high standards and expectations, whilst also ensuring that they have the skills they need to succeed in the world of work.

Will they be alone in this?

No! We pride ourselves on ensuring that we have ‘someone for everyone’. From the form tutor, to the subject teachers, to the extensive Inclusion Team, to our partnership with parents and external agencies, we will work hard to make sure that every child is supported.

We are proud to be a strong, happy and caring school community in which students and staff can flourish.

With all best wishes

Janine Kellett

Head Teacher



STAFF BENEFITS



Health
protection



Westfield
rewards



Chartered
College
Teaching
membership



CPD
opportunities



On-site
parking



Well-being
services

LEAD PRACTITIONER OF SCIENCE

Salary: Lead Teacher Scale 1 – 5

Hours: Full time

Salary: £52,026 to £57,418

We are looking to appoint a Science specialist, who is passionate about how students learn science and how the biggest impact can be made. The successful candidate will have one or more areas of expertise that they would like to drive forward within the Science team. Alternatively, they may have a particular passion in working with High Prior Attaining students in which case they may work with the Science and Science teams in the school.

We believe that Middleton Technology School is a great place to work. This post offers you the opportunity to work in/with:

- A School with a strong will and determination to continue to improve
- A School that has high expectations of all who work here
- A School that places teaching and learning at the heart of school improvement
- A School that is driven by strong values, invests in its staff and students and has a high regard for their welfare
- A supportive and cooperative teaching staff who are committed to their roles
- A School that works effectively with all stakeholders
- A caring School where you can make a real difference to the lives of young people

You will be part of an excellent team and will be given extensive support to develop to your full potential both in this role and beyond.

Applicants must have relevant qualifications and experience, please ensure that you meet the person specification before applying.



DESCRIPTION

JOB DESCRIPTION

- Are you passionate about improving Science teaching?
- Do you have particular areas of strength or interests you would like to drive forward?

PURPOSE OF THE POST

- To support the work of the Curriculum Leader of Science to raise standards of student attainment and achievement within the curriculum area.
- To support the work of the Curriculum Leader of Science to effectively evaluate the impact of Science and strategically plan for improvement.
- To role model exemplary outstanding teaching practice and standards.

DUTIES AND RESPONSIBILITIES

Leadership

- To support the Science department to provide strategic leadership across the curriculum area in accordance with the aims and objectives of the school and department/faculty.
- To be responsible for the establishment and effectiveness of the policies and procedures needed to achieve these aims and objectives.
- To monitor and evaluate the progress of staff and students towards meeting the overall aims and objectives.
- To be responsible with the Curriculum Leader of Science for student attainment and staff performance.
- To work with the Curriculum Leader of Science to strategically plan for future improvements.
- To contribute to the improvement of teaching and learning

Curriculum

With the Curriculum Leader and Assistant Curriculum Leader:

- To actively monitor and respond to curriculum development and initiatives at national, regional and local levels.
- To support the development of appropriate syllabi, resources, SoW, assessment policies, and teaching and learning strategies in the area.
- To support the development of relevant initiatives.

Teaching and Learning

- To develop and enhance the teaching practice of all colleagues within the area and wider trust (or when deployed across the trust), implementing improvements where required.
- To promote excellence in the classroom by researching and developing excellent pedagogical practice.
- To establish common standards of practice within the department and develop the effectiveness of teaching and learning styles within the Science department.
- To keep up to date with national developments in teaching practice and methodology.
- To conduct 'learning walks' and other learning evaluation strategies in accordance with school policy.

Staff Development

- To work with the Curriculum Leader to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- Where needed, to undertake Performance Management Review(s) and to act as reviewer for identified staff.
- To contribute to the whole school coaching programmes and support within the performance management cycle.
- To participate in the interview process for teaching posts when required and to ensure effective induction of new staff in line with the safer recruitment policy.
- To be responsible for the efficient and effective deployment of any relevant associate staff where required.
- To comply with all relevant Academy policies and procedures, including those relating to Health & Safety, Safeguarding Policies and Procedures and attend any teacher training.

Assessment

- To support the establishment of a robust target-setting process within the curriculum area.
- To evaluate the performance data of areas of responsibility and take appropriate action on issues arising.
- Setting realistic deadlines where necessary and reviewing progress on the action taken
- To provide all relevant bodies with robust information relating to the area of responsibility.

Communication

- To ensure that all members of the Science department are familiar with their aims and objectives.
- To ensure effective communication/consultation as appropriate with the parents of students and other relevant stakeholders.
- To liaise with partner schools, Higher Education Institutions, industrial links, Examination Boards/ Awarding Bodies and other relevant external bodies where required.
- To represent the School and trust's views and interests in a professional manner.

Marketing and Liaison

- To contribute to Trust liaison and marketing activities, e.g. the collection of material for press releases.
- To support the development of effective subject links with partner schools and the community; attendance where necessary at liaison events in partner schools and the effective promotion of Science at Open Days/Evenings and other events.
- To actively promote the development of effective subject links with external agencies.

Management of Resources

- With the Curriculum Lead, to efficiently manage the available resources of space, staff, finance and equipment within the limits, guidelines and procedures; to ensure that equipment and stock is requisitioned, organised and maintained, and appropriate records are kept.

Pastoral System

- To act as a Form Tutor and to carry out the duties associated with that role as outlined in the generic job description.
- To ensure the behaviour for Learning System is implemented in so that effective learning can take place.

Operational

- To promote teamwork and to motivate staff to ensure effective working relations.

Other Specific Duties

- All teachers are expected to meet the Teachers Standards, and demonstrate consistently high standards of personal and professional conduct, uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.
- Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task may not be identified. Employees will be expected to comply with any reasonable request from the principal to undertake work of a similar level that is not specified in this job description.

PERSON SPECIFICATION

CRITERIA	Experience and Qualifications: On their application form, candidates will demonstrate that they have the following qualifications and school experience:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none"> • QTS • An excellent track record of recent, relevant professional development • Accountability for the performance of a cohort of young people • Experience of effective teaching and performance within the curriculum area • Evidence of good/outstanding classroom practice • Clear demonstration of the ability to mentor/coach/model best learning experiences to other teachers and staff 	<ul style="list-style-type: none"> • Innovative use of resources • Leadership of a community project or an area of school development • Taking accountability for the success of an initiative 	

CRITERIA	Knowledge and Understanding: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following knowledge and understanding:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none"> • The principles and characteristics of good and outstanding schools and Trusts • Innovative approaches to working with students, parents, staff and the local community • The principles and practices of strategic and operational planning and delivery • Effective review and evaluation procedures • The application of ICT within teaching • An understanding of inclusive education • Comply with all relevant Academy policies and procedures, including those relating to Health and Safety, Safeguarding Policies and Procedures and attend any training. 	<ul style="list-style-type: none"> • Different methods of consulting with stakeholders • Community/voluntary/parent/partner agency links • Strategies for ensuring equal opportunities for staff, students and other stakeholders 	

CRITERIA	Communication Skills: On their application form, candidates will demonstrate that they have the following communication skills:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none"> • Communicate the vision of the school and Trust in relation to the development of the local community • Negotiate and consult fairly and effectively • Build relationships with key stakeholders • Ability to communicate to a range of audiences. • Chair meetings effectively • Communicate effectively orally and in writing to a range of audiences 	<ul style="list-style-type: none"> • Develop, maintain and use an effective network of contacts 	

CRITERIA		Leadership and Management:
		In their statement of suitability and during the selection process, candidates will demonstrate that they have the following leadership and management skills:
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none">• Work effectively both as a leader and as a member of a team• Initiate, lead and manage change• Prioritise, plan and organise• Direct and co ordinate the work of others• Set high standards and provide a role model for students and staff• Deal sensitively with people and resolve conflicts• Seek advice and support when necessary• Prioritise and manage own time effectively• A commitment to an open and collaborative style of management	<ul style="list-style-type: none">• Motivate all those involved in the delivery team• Liaise effectively with other organisations and agencies	

CRITERIA	Decision Making Skills: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following decision making skills:	
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none">• Make decisions based on analysis, interpretation and understanding of relevant data and information• Demonstrate good judgement	<ul style="list-style-type: none">• Think creatively and imaginatively to anticipate, identify and solve problems	

CRITERIA		Personal Qualities: In their statement of suitability and during the selection process, candidates will demonstrate that they have the following personal qualities:
ESSENTIAL	DESIRABLE	
<ul style="list-style-type: none">• A commitment to inclusive education• Evident enjoyment in working with young people and their families• Empathy in relation to the needs of the academy and the local community• Ability to inspire confidence in staff, students, parents and others• Adaptability to changing circumstances/new ideas• Reliability, integrity and stamina• Personal impact and presence• Work under pressure and to deadlines	<ul style="list-style-type: none">• Vision, imagination and creativity• A commitment to professional development	

HOW TO APPLY

Applicants must have relevant qualifications and experience, please ensure that you meet the person specification before applying.

We are committed to equality of opportunity for all staff and applications from individuals are encouraged regardless of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

Appointment is subject to a satisfactory enhanced disclosure from the Disclosure and Barring Service and references. The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

The ability to converse at ease with customers and service users and provide advice in accurate spoken English is an essential requirement of this post.

Please do not send CVs.

You can apply by completing the TES Application form and submit a supporting statement outlining how your experience, skills, and knowledge make you a suitable candidate for the role.

**Applications must be submitted by:
8.00am on Monday, 23 February 2026
Interviews will take place**

To be confirmed





**Middleton
Technology School**



**Great Academies
Education Trust**

Middleton Technology School
Kenyon Lane, Middleton, Manchester, M24 2GT
middtech.greatacademies.co.uk
Tel: 0161 643 5116

 /middtechsch

 @Middtech_sch