



Ark St Alban's Academy

Head of Key Stage 3 Science

Location: Highgate, Birmingham

Salary: Ark main teaching or upper pay scales (£33,739 – £53,094), plus TLR2a

Contract: Permanent

Start date: September 2026

We are seeking a committed and inspiring Head of Key Stage 3 Science to help lead a high-performing Science department and drive exceptional outcomes for pupil.

About the role:

In this role, you will shape and deliver an ambitious curriculum, model outstanding teaching, and use data intelligently to secure rapid progress across Key Stage 3. This is a chance to make a significant impact on pupils' lives, contributing to a community committed to academic excellence and personal development.

What We're Looking For:

- **Strong classroom practitioner** with excellent subject knowledge and consistently high-quality teaching.
- **Proven impact on pupil progress** and experience raising attainment across different groups.
- **High expectations** for behaviour, consistency and accountability, ensuring excellent learning in every lesson.
- **Strong communication, organisation and interpersonal skills** with the ability to influence and motivate.
- **Resilience, optimism and drive**, with a commitment to ongoing professional development.
- **Alignment to our ethos** and a genuine belief in every pupil's potential to excel.
- **Qualified Teacher Status** and the **right to work in the UK**

Job Description: Head of Key Stage 3 Science

The Role

Provide outstanding leadership of the curriculum and of the teaching and learning of science to ensure life transforming attainment for our pupils.

Key responsibilities

- Be accountable for the progress of all pupils in learning science in key stage 3.
- Work with the Curriculum Leader and Deputy Head of Science to constantly improve the quality of teaching and learning, where necessary holding teachers to account.
- Lead the design and implementation of the curriculum and of assessment, including controlled assessment and examinations.
- Be a role model of outstanding teaching in the department.

Outcomes and Activities

Subject Leadership

- To develop challenging and innovative medium-term plans which are inspiring for learners and teachers alike.
- Use regular, measurable and significant assessments to monitor progress and set targets.
- Ensure assessments are moderated internally and externally.
- Analyse progress and attainment data to make data-driven changes to curriculum design, and pupil interventions.
- Work in collaboration with classroom teachers and SENDCO to ensure pupils receive high quality interventions.
- Work with the Second in Science, to develop an exciting and motivating extra-curricular and enrichment offer.

Teaching and Learning

- To teach engaging and effective lessons that motivate, inspire and transform pupil attainment.
- Make regular and precise use of assessment to inform and guide rapid and sustained rates of pupil progress in all key stages.
- Maintain regular and productive communication with parents, to report on progress, sanctions and rewards and all other communications.

School Culture

- Help create a strong academy community, characterised by consistent, orderly, caring and respectful relationships.
- Help develop a school culture and ethos that is utterly committed to achievement and to success at university and beyond.
 - Provide exceptional pastoral leadership for a tutor group:
 - Create and sustain a positive tutor group culture
 - Lead lessons from the personal development curriculum.

- Care for each pupil as an individual and ensure that they succeed academically and develop emotionally and socially
- Hold each pupil to account in every aspect of their school life by maintaining frequent phone/email contact with parents

Other

- Undertake other various responsibilities as directed by the Principal
- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Ark network data protection rules and procedures
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Liaise with colleagues and external contacts at all levels with confidence, tact and diplomacy

Person Specification:

Head of Key Stage 3 Science

Qualification criteria

- Qualified to degree level and above
- Qualified to teach in the UK
- Right to work in the UK

Experience

- Evidence of raising attainment for multiple groups of pupils
- Evidence of continually improving the teaching and learning of their subject through co-planning or coaching of staff

Skills and attributes

We are looking for these skills and attributes or at the very least, a clear, demonstrable capacity to develop them:

Leadership

- Effective team worker and leader.
- High expectations for accountability and consistency.
- Genuine passion and a belief in the potential of every student.
- Motivation to continually improve standards and achieve excellence.
- Commitment to the safeguarding and welfare of all pupils.

Teaching and Learning

- Excellent classroom practitioner.

- Effective and systematic behaviour management, with clear boundaries, sanctions, praise and rewards.
- Has good communication, planning and organisational skills.
- Demonstrates resilience, motivation and commitment to driving up standards of achievement.
- Commitment to regular and on-going professional development and training to establish outstanding classroom practice.

Alignment with Ark St Alban's approach

- Relentless drive to ensure all students succeed.
- The belief that with the right environment more than 95% of our pupils are able to excel at university.
- The courage and conviction to make a difference.

Communication skills

- The ability to listen and communicate effectively.
- Empathy and the ability to listen to and to lead diverse individuals and groups.
- The ability to influence and motivate others.

Problem solving

- Identify, analyse and resolve problems and issues.
- Develop plans with concrete outcomes and effective solutions.
- Evaluate results and identify necessary actions.

Resilience

- Sustain energy, optimism and motivation in the face of pressure and setbacks.
- Stay calm in difficult situations and maintain clarity of vision.
- Be adaptable in the face of adversity.

Results and learning orientation

- Awareness of own strengths and limits.
- Commitment to ongoing improvement and learning.
- A passion for teaching subject.
- Focus on achieving challenging goals and results.
- Resourcefulness and flexibility in delivering outcomes.

Other

- Right to work in the UK
- Commitment to equality of opportunity and the safeguarding and welfare of all students
- Willingness to undertake training
- This post is subject to an enhanced DBS check

