



Director of Science

Reporting to:	Assistant Principal
Start Date:	September 2026
Location:	Ark Boulton Academy, Golden Hillock Road, Birmingham, B11 2QG
Contract:	Permanent
Working Pattern:	40 hours a week
Working Hours:	8am – 5pm, Monday to Friday
Salary:	ARK Leadership L5 – L9: £57,978 - £64,000
Closing Date:	Friday 8 th May 2026 at 10am

The Role:

As Director of Science, you will lead, develop and manage the effective delivery of an outstanding curriculum, which enables the highest level of student progress and attainment. You will lead the professional community of science teachers and promote outstanding teaching and learning and a strong school culture within a nurturing and rigorous environment.

In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.



The successful candidate will:

- Lead, develop and line manage the science department through the provision of: CPD, inset training days, supervising NQTs, ITT students and support staff, etc.
- Monitor, evaluate and continually improve the quality of planning, teaching, and assessment of all members of the science team
- Manage departmental budget and resources effectively and efficiently
- Lead behaviour management in the department, securing strong routines for learning, consistent with the academy’s policy, and liaising with tutors and parents when necessary
- Develop strong partnerships and ensure regular communication with parents and carers

About Ark Boulton Academy

Ark Boulton Academy is a six-form entry secondary school in the heart of Sparkhill, Birmingham. Our school has been on a significant journey of improvement over the past eight years. Having recently received positive feedback from Ofsted (June 2024), the school is now on firm foundations and ready to progress towards excellence. The staff body have remained committed to the school and its development; *“community and togetherness are at the heart of this welcoming school”* (Ofsted 2024). Staff are valued and given the room to grow and develop in an encouraging, challenging and rewarding environment. Our current school values of ‘respect, curiosity and perseverance’ have helped us build strong relationships with our community.

When you join Ark Boulton Academy you become part of a network of education experts who are all united by the same purpose - a commitment to making a difference where it matters most.

By becoming a member of our school family, you will embrace multiple opportunities for personal and professional development, not just within the school, but from the internationally renowned Ark family of schools we are a part of. Through Ark, our staff can share best practice and receive training from some of the most talented individuals in the country.

Why work for our school?

Hear what our teachers have to say about working at Ark Boulton Academy:

<https://arkboulton.org/jobs/working-for-us>

Respect

Curiosity

Perseverance



For an informal, conversation about the role please contact HR Officer, Amal Hersi on 0121 773 8156 or via email at: a.hersi@arkboulton.org

What we offer:

- Staff wellbeing is one of our main priorities. We provide breakfast for staff each morning, soup for lunch and lunch for those on duty. We have parking available, a gym on site and a well-equipped staff room including a pool table
- Our systems and processes for communication, marking and feedback and assessment are streamlined and the approaches we take are research led and based on the needs of our local context. For instance, at present we do not use traditional book marking across the school
- On Fridays, children and staff finish at 1.40pm.
- Staff voice is important to us; we like to listen to our staff. We are always seeking feedback and input from our staff

Our Diversity and Inclusion statement

At Ark, we aim to build a diverse and inclusive organisation where everyone – staff and students – can do their best work and achieve their full potential. We want to reflect and represent diverse perspectives across our organisation because we know that doing so will make us stronger and more effective.

Find out more about us by visiting www.arkboulton.org.

How to Apply:

Please submit your application online by visiting <https://arkboulton.org/jobs/vacancies>



Job Description

Key responsibilities

Leadership and Management

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Improving Teaching & Learning

- Model outstanding teaching and lead collaborative planning and development, including the sharing of resources and best practice within the department
- Be responsible for tracking student progress across the faculty, analysing all relevant data to make data-driven changes to the curriculum design and intervention strategies and using the data to monitor the performance of subject staff
- Be accountable for student progress in science across the school at all key stages, ensuring that all students achieve results in line with, or better than, value-added predictions
- Monitor the work of the department through rigorous and regular lesson observations, work scrutinies, and provide detailed, constructive feedback
- Lead joint practice development across the faculty subject teams, ensuring that outstanding practice is shared with all staff in the faculty and the wider school, and work with other department heads to exploit cross-year and cross-curricular links
- Plan, deliver, monitor and evaluate the curriculum provision and enrichment for all year groups within the department and the individual subject disciplines
- Monitor the identification of and provision for students with individual needs, and develop differentiated learning and teaching methods and schemes of learning
- Participate actively throughout the network, by attending relevant meetings, and, as appropriate, delivering network-wide training and initiatives
- Work with colleagues, students and families to develop a strong school community

Other

- Actively promote the safety and welfare of our children and young people
- Ensure compliance with Arks data protection rules and procedures
- Liaise with colleagues and external contacts at all levels of seniority with confidence, tact and diplomacy
- Support the pastoral responsibilities of a teacher at the academy
- Work with Ark Central and other academies in the Ark network, to establish good practice throughout the network, offering support where required
- Undertake other various responsibilities as directed by the line manager or Principal.
- This job description is not an exhaustive list and you will be expected to carry out any other reasonable tasks as directed by your line manager.

Person Specification: Director of Science

Qualification Criteria

- Qualified to degree level or professional equivalent.
- Qualified to teach and work in the UK.

Knowledge, Skills and Experience

- Demonstrable commitment to raising attainment of all pupils in a challenging classroom environment
- Experience of having designed, implemented and evaluated effective, imaginative and stimulating schemes of work and of leading successful enrichment programmes including establishing a high achieving department within a large school
- Experience of improving the quality of teaching and learning
- Experience leading a team and/or working to support the significant success of others, including professional development and effective management of underperformance
- Experience of interpreting complex student data to drive lesson planning and student progress
- Mastery of and enthusiasm for your subject.
- Effective and systematic behaviour management
- Knowledge of the national secondary education system, examinations and curriculum

Behaviours

- Genuine passion for and a belief in the potential of every student
- A robust awareness of keeping children safe, noticing safeguarding and welfare concerns, and understanding how and when to take appropriate action



Managing our staff is one of my favourite parts of Headship, and I believe that strengthening interpersonal relationships between staff is exceptionally important. With that in mind, please do arrange some time to speak with me about this vital role in the school.

Mr Laurence Cole, Principal

Being part of the Ark network

Ark is an international charity, transforming lives through education. We exist to make sure that every child, regardless of background, has access to a great education and real choices in life. We know that great schools need great teachers, which is why we offer you the very best training and support at every stage of your career - from starting out as a trainee to running your own school.

Our highly-successful network of 39 schools educates over 20,000 students across Birmingham, Hastings, London and Portsmouth. They are achieving some of the best results in the country despite being largely in areas of historic academic underachievement.

Ark schools prioritise six key principles: high expectations; excellent teaching; exemplary behaviour; depth before breadth; more time for learning; knowing every child.

Ark invests significantly in a number of professional development programmes which complement academy level training:

- The Ark training menu: we have developed a bespoke training menu, which is accessible by all staff in the network offering a wide range of training modules to staff in all roles
- Network support: schools share CPD, allowing us to share best practice and role specific training across the network, facilitated by in-school and central staff
- Ark staff receive 10 training days each year rather than five creating time to collaborate with subject specialists within each school and across the network

Ark is at the forefront of changing education society through education. You can read more about how Ark is transforming lives through education [here](#).

Ark Safer Recruitment Procedure

Ark is committed to safeguarding and promoting the welfare of children and young people in its academies. In order to meet this responsibility, its academies follow a rigorous selection process to discourage and screen out unsuitable applicants.

