



TEACHER OF BIOLOGY

INVICTA GRAMMAR SCHOOL



| JOB DESCRIPTION | |
|----------------------------|--|
| Job Title | Teacher of Biology |
| Grade | MPR/UPR |
| School / Department | Invicta Grammar School |
| Base | Invicta Grammar School |
| Hours | Full Time |
| Start Date | September 2026 |
| Reports to | Lead Teacher of Biology/Director of Science |
| Accountable to | Head of School |
| Closing Date: | Tuesday, 3 February 2026, however, should we receive an overwhelming response, we reserve the right to close this vacancy early. |

Job Summary

The role of Teacher of Biology is for a committed and motivated professional who would like to work in a school that provides a wealth of opportunities for both students and staff, along with wanting to be part of a family-friendly, team-based workforce.

This post would be suitable for either an experienced or a newly qualified talented teacher. We are looking for an enthusiastic, dedicated and ambitious team player who has a passion for teaching Science and Biology in particular.

This is a wonderful opportunity for a passionate Teacher of Biology to join a growing Trust with an established staff body and a strong department with a good spread of experience.

Key Working Relationships

- Collaboration with the Science department and other staff, where appropriate.

Key Responsibilities

- Communication with parents, carers and other stakeholders about pupil progress in Biology;
- To plan and deliver quality lessons to Key Stages 3, 4 and 5, where appropriate;
- To fulfil the Government Teacher Standards.

Safeguarding

As a VIAT employee, you will commit to safeguarding and promoting the welfare of children and young people.

Equality and diversity

The Trust expects every employee to take responsibility for promoting a culture that values and respects difference.

Statement

The list of duties in this job description should not be regarded as exclusive or exhaustive. There will be other duties and requirements associated with your job, and, in addition, as a term of your employment, you may be required to undertake various other duties as may reasonably be required.

| PERSON SPECIFICATION | | |
|-----------------------|--|---|
| AREA | ESSENTIAL | DESIRABLE |
| Qualifications | <ul style="list-style-type: none"> • A good honours degree in Biology, or a related subject. • Qualified Teacher Status. | <ul style="list-style-type: none"> • Evidence of further study in Biology, or a related subject. |
| Experience | <ul style="list-style-type: none"> • Experience of teaching Biology in a secondary school setting to GCSE. • Experience of successful outcomes at GCSE. | <ul style="list-style-type: none"> • Experience of teaching Biology, with successful outcomes, in a secondary school set at A Level. |
| Knowledge | <ul style="list-style-type: none"> • A good, up-to-date working knowledge and an understanding of a range of pedagogical and behaviour management strategies. • An understanding of the Biology curriculum and range of approaches that can be used for assessment. • An understanding of how to personalise provision to meet the learning needs of the full range of students. • An awareness of current legal requirements regarding the safeguarding of children. • An understanding of how data can be used to improve outcomes. | |
| Skills | <ul style="list-style-type: none"> • Be able to plan and teach challenging and well-organised lessons. • Be able to use a range of teaching strategies and resources. • An ability to provide constructive feedback to students on how to improve their attainment. • The ability to implement a clear framework for classroom discipline. • The desire to work as a team member. | |
| Attributes | <ul style="list-style-type: none"> • High expectations of students and a commitment to ensure they can achieve their full potential. • Positive values, attributes and high standards of professional behaviour. • Up-to-date knowledge and understanding of the professional duties of teachers. • The ability to communicate effectively with children, young people, colleagues, parents and carers. • A commitment to improving practice through appropriate professional development. • The desire to act upon advice and feedback and be open to coaching and mentoring. | |

In addition to the candidate's ability to perform the duties of the post, the interview will also explore issues relating to safeguarding and promoting the welfare of children, including:

- Motivation to work with children and young people.
- Ability to form and maintain appropriate relationships and personal boundaries with children and young people.
- Emotional resilience in working with challenging behaviours.
- Attitudes to the use of authority and maintaining discipline.