



**FUTURE  
ACADEMIES**  
LIBERTAS PER CULTUM

# Trust Lead - Science Recruitment Pack



# WELCOME FROM OUR CEO

Dear Candidate,

I am delighted to introduce you to Future Academies, a family of schools across London and Hertfordshire dedicated to transforming young people's lives and expanding their horizons.

Guided by our founding charity, Future, our mission is simple: to bring our motto, *libertas per cultum* (freedom through education), to life. We are passionate about empowering our students to lead lives rich in choice and opportunity, ensuring that whatever path they pursue, it is one they have chosen for themselves. It is an honour to lead Future Academies, a trust where my own career in education began over fifteen years ago.

This is an exciting opportunity for an ambitious subject specialist to join the Curriculum team. Working from the Curriculum Centre and across our seven secondary academies, the Trust Subject Lead's primary responsibility is to work with heads of department on the implementation of Future Academies' common curriculum strategy.

Future Academies is passionate about diversity and inclusivity and welcome applications from applicants with skills and experiences to fulfil the requirements of the job description and whose values and qualities reflect those in the person specification. We encourage applications from applicants regardless of any protected characteristic.

If you think you have the skills, experience, and attributes we are looking for, we encourage you to apply and very much look forward to meeting you.

If you would like to discuss the role in more detail, please do not hesitate to contact Jenny Cain, Head of HR – [jenny.cain@futureacademies.org](mailto:jenny.cain@futureacademies.org)

We look forward to receiving your application.

Lawrence Foley,  
Chief Executive



# JOB DESCRIPTION

<b>JOB TITLE:</b>	Trust Lead - Science
<b>LINE MANAGER:</b>	Director of Teacher Development
<b>HOURS:</b>	Full-time
<b>SALARY:</b>	<p>School Teachers Pay and Conditions, Leadership Pay Scale (Inner London), points 12 – 16 (£77,691 - £84,841)</p> <p>Starting salary to be confirmed upon appointment, subject to experience.</p>
<b>PLACE OF WORK:</b>	Your primary base will be the Shared Services Office in Pimlico - Churchill Gardens, Ranelagh Road, Pimlico, London, SW1V 3EU. However, you will be required to travel to all secondary schools as necessary to fulfil the duties of the role.
<b>RIGHT TO WORK:</b>	This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance.
<b>STAFF BENEFITS:</b>	<p>Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:</p> <ul style="list-style-type: none"><li>• A supportive ethos and concern for the well-being of all colleagues.</li><li>• Excellent CPD opportunities and career progression.</li><li>• Employer Contributions to Local Government or Teachers Pension Scheme.</li><li>• Mintago – employee benefits platform.</li><li>• Employee Assistance Programme.</li><li>• Access to a Virtual GP</li><li>• Eye Care Voucher scheme.</li><li>• Partnership with YellowNest -Salary sacrifice childcare.</li></ul> <p>For further information regarding our staff benefits, please visit our <a href="#">website</a>.</p>
<b>PROBATION PERIOD:</b>	The post holder will be required to complete a 4-month probation period.

## PURPOSE OF THE ROLE

The role of a Trust Subject Lead is a high-profile position that sets the standard for effective subject leadership and excellence in the classroom. Working from the Curriculum Centre and across our seven secondary academies, the Trust Subject Lead's primary responsibility is to work with heads of department on the implementation of Future Academies' common curriculum strategy at key stages 3 and 4.

Beyond this, the Science Lead will have a broader role in working with senior and middle leaders to shape science teaching and improve outcomes across the Trust. This will involve leading department reviews, overseeing subject-specific training for trainees, providing coaching and mentoring for science teachers at all stages of their career, and developing a strong network of science leaders and teachers.

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## MAIN RESPONSIBILITIES AND TASKS

The Trust Lead will support the Director of Teacher Development on the following:

### Curriculum Leadership

- To deliver the Trust's vision for education, providing inspirational and effective strategic leadership of science across the Trust.
- To drive improvements in the implementation of the science curriculum through regular monitoring and evaluation, providing heads of department with on-going and impactful guidance, support and training.
- To support senior leadership in academies and the Trust, principally by contributing to Trust Reviews, department reviews, department improvement plans, teacher recruitment, and teacher mentoring in science.
- To maintain an internal intranet to make curriculum material and training resources available to staff online.
- To identify, cultivate and share best practice from departments and teachers across the Trust.
- To act as an extended member of the school's leadership team as reasonably required.

### Curriculum Development

- To manage the further development of the curriculum. This includes producing planning resources, curriculum material, teacher guidance and assessments.
- To produce training resources for teachers and subject leaders to support the science curriculum.
- The Science Lead will work closely with the schools to ensure that curriculum resources, planning documents, and wider training guidance are tailored effectively.

### Curriculum Impact

- To oversee the effective and consistent administration of assessment in science, including standardisation and moderation practices.
- To monitor, in conjunction with the Data and Analytics team, key stage 3 curriculum impact across the Trust in science
- To review the quality of curriculum, taking feedback from teachers and subject leaders, and planning necessary changes to ensure it continues to improve over time.



**Subject Networks**

- To lead a subject network that enhances cross-trust working for heads of departments and teachers, meeting throughout the year. As part of these networks, to manage collaborative working and training on specific areas of curriculum leadership; peer reviews; aligning key stage 4 planning, assessment practices; and reviewing key stage 3 curriculum development.

**Future Teacher Training (SCITT)**

- To lead a programme of subject-specific training for our science trainees in our SCITT, Future Teacher Training.
- To support with the recruitment of trainees and their induction

**Teaching**

- Where necessary, to act as the science teacher in one or more of our schools to demonstrate curriculum delivery.

**Working as part of the Central Team**

- To provide oral updates and written reports, as required.
- To work productively with wider central services in the trust including Data and Analytics, the School Improvement team, and Inclusion.
- To engage with research and identify innovative practice in education, ensuring that Future Academies remains an outward-looking and evidence-informed organisation.
- To comply with Future Academies' and our individual academies' health and safety rules and regulations in accordance with relevant legislation.

Undertake similar duties, commensurate with the level of the post and at the discretion of the Line Manager.

# PERSON SPECIFICATION

The successful candidate will meet the following person specification. Please note that the listed criteria will form the basis of the selection process. Applicants should address all elements of the Person Specification, demonstrating experience and where appropriate citing supporting examples within their application.

Criteria	Essential	Desirable
<b>Training, Qualifications and Experience:</b> On their application form, candidates will demonstrate that they have the following training, qualifications, and school experience:		
	<ul style="list-style-type: none"> <li>Degree in subject specialism or associated subject.</li> <li>Qualified Teacher Status with substantive teaching experience.</li> <li>At least 2 years' successful experience in a management role.</li> <li>Exceptional track record of success, including A-level and GCSE outcomes.</li> <li>Successful experience of teaching challenging curricula to different levels of attainment and needs.</li> <li>Experience of setting strategic targets and managing improvement across a key stage or more widely.</li> <li>Experience of building positive professional relationships with key stakeholders</li> <li>Experience observing and coaching teachers, providing actionable feedback to guide teacher development.</li> </ul>	<ul style="list-style-type: none"> <li>Masters in subject specialism or associated subject.</li> <li>Successful experience in a managing or teaching science at key stage 3 and 4</li> <li>Sustained and successful subject leadership experience across more than one school.</li> <li>Experience of an Ofsted inspection under the 2019 framework, specifically first-hand knowledge and understanding of the Quality of Education methodology.</li> <li>Experience of using instructional coaching as an approach to teacher development.</li> <li>Recent experience of providing professional advice and guidance to middle leadership.</li> </ul>
<b>Personal and Professional Qualities and Attributes:</b> In their statement of suitability and during the selection process, candidates will demonstrate the ability to:		
	<ul style="list-style-type: none"> <li>Evidence of raising attainment at all key stages.</li> <li>Ability to clearly articulate a vision for the subject which inspires and motivates subject teachers and academy leaders.</li> <li>Subject-specific knowledge of curriculum development and design, with knowledge of current debates and thinking within the subject community.</li> <li>Understanding of subject-specific pedagogy and the application of pedagogical content knowledge in teacher development.</li> <li>Ability to design and deliver subject-specific training and teacher development programmes, which meet the needs of school, leaders, and teachers.</li> <li>Commitment to the safeguarding and promotion of the welfare of all children and young people.</li> <li>Commitment to equality and Diversity</li> <li>Self-motivated and ambitious, with the resilience to support academies in challenging contexts and the ability to plan a programme of work to achieve agreed targets.</li> </ul>	<ul style="list-style-type: none"> <li>A clear understanding of how to achieve excellence across a group of academies by utilising best practice across a network.</li> <li>A natural networker with the ability to inspire confidence at all levels</li> <li>Self-motivated, with a 'can do' approach to problem solving</li> <li>Potential aspiration for promotion to school leadership.</li> </ul>

## WHAT CAN WE OFFER YOU?

**1**

Colleagues who care about the children they serve and each other.

**2**

A curriculum that is centrally resourced and locally owned.

**3**

An evidence-based hybrid CPD offer, striking balance between central input and local tailoring to context.

**4**

Bespoke leadership development opportunities with the chance to be involved in a year-long programme including executive coaching.

**5**

A thoughtfully crafted staff benefits offer through our partner, Mintago, including tax-free childcare, cycle to work vouchers, virtual GP access and much more.

**6**

A two-week October half term with no reduction in holidays elsewhere.

**7**

Integrated instructional coaching through StepLab, enabling feedback, which is timely, developmental and low-stakes.

**8**

Access to a generous enrichment fund, outside of the school funding envelope, through a bidding process to our charity sponsor, Future.

**9**

We lean into the size of our MAT. With ten schools, we are small enough for you to know everybody, and big enough for you to lean on them for support.

**10**

We treasure staff voice and use SchoolSurveys to get benchmarked data on how our staff feel and what they think. 83% of staff feel their line manager make them do their job better, against a contextual benchmark of 69%.

## APPLICATION PROCESS

### 1. Applying for the role

- To apply for the post, please visit our website [Vacancies - FaceEd \(face-ed.co.uk\)](https://face-ed.co.uk)
- Applicants should complete the online application form via FaceEd. Applicants should also complete the 'Personal Statement' section of the online form to the best of their ability and use this section to demonstrate how they meet the requirements set out in the person specification. Please ensure specific examples are included.
- Applications must be received no later than **Monday 13<sup>th</sup> October**. Applications after this date will not be considered.

### 2. Interview Process

- The interview process will take place as soon as possible after shortlisted has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.
- Interviews are to take place on the 1<sup>st</sup> and 2<sup>nd</sup> May so candidates are advised to plan accordingly.

### 3. Notification & Feedback

- Candidates who have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.
- Unsuccessful candidates will be given the opportunity to receive professional feedback.

### 4. Taking up the post

- The successful candidate will take up the post as soon as possible.

### 5. Additional information

- For further information please email [HREnquiries@futureacademies.org](mailto:HREnquiries@futureacademies.org) and a member of the HR team will contact you.

### 6. Safeguarding

- As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment.
- An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.

