**The Mary Erskine School**



**Teacher of Business and Economics**

**Purpose of Job**

The Teacher of Business and Economics will join a thriving department where pupils are taught Business Management, Economics and Accounting. The Teacher will be expected to be able to contribute to teaching of more than one of these subjects. The ability to teach Economics to Advanced Higher would be advantageous.

**Accountability**

The Teacher of Business Education is accountable to the Head of Business and Economics.

**Authority and Direct Reports**

The Teacher of Business Education has authority as delegated by the Head of Business and Economics**.**

**Key Relationships**

The Teacher of Business Education works closely with Teachers, Teacher Assistants and Heads of Department and other colleagues in the Business and Economics Department.

**Extra-Curricular Activities**

The Teacher of Business Education is expected to play a full and active part in the extra-curricular life of the school

**The Department**

The department is very well resourced, and support will be given to develop further knowledge and experience of the subjects offered.

The Business Education Department currently consists of three teachers. All teaching rooms are equipped with an ActivPanel 75” 4K screen and all teachers have use of their own touch enabled laptop.

Business Management and Economics are taught from S3 to S6 (Year 10 – 13). Higher Accounting is offered to students in the S6 (Year 13).

The Department has a consistent record of academic excellence, particularly in Higher and Advanced Higher courses, and the contemporary application of the Business and Economics courses is always given emphasis in the teaching programme.

**The Post:**

**Key Responsibilities**

**Vision and Values**

* Promotion of ESMS values of Kindness, Confidence, Resilience, Integrity, and Curiosity in all aspects of the role.
* Promotion of role modelling behaviours that align with the three school pillars of Ambition, Innovation, and Community.
* Fostering an environment that supports the development of these values among students and staff.

**Working with Others**

* Compliance with all ESMS policies and procedures
* Treating people fairly, with dignity and respect to maintain a positive school culture
* Ensure effective planning, delegation and support of responsibilities
* Developing a culture of high expectations for all and taking action when performance does not live up to these
* Taking responsibility for personal development, both personally and of team members.

**Community**

* Positive relationships with parents and the wider ESMS community
* Communicating clearly with parents and carers to engender a climate of mutual respect
* Working in collaboration with other independent schools to promote effective initiatives and share good practice.

**Learning**

* Leading a culture of challenge and support to allow every student to be the best they can.

**Safeguarding**

* Adhering to the principles and guidelines of “Getting It Right For Every Child” (GIRFEC) to ensure every child receives timely and appropriate support with their welfare as paramount.

**Person Specification**

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|  | **Essential Criteria** | **Desirable Criteria** |
| **Experience** |  | Familiarity with Scottish Qualifications (SQA N5, Higher and Advanced Higher).A proven ability or willingness to teach Economics at Higher and Advanced Higher.  |
| **Education/Qualifications** | General Teaching Council for Scotland (GTCS) registered, or eligible for registrationRecognised teaching qualificationSubject specific degree level qualification |  |
| **Skills/ Abilities/ Capabilities**  | Excellent oral and written communication skillsExcellent self and time-management skills | Ability to deliver constructive feedback.Dealing with every situation calmly and professionally |
| **Personal Attributes**  | Boundless energy and resilience to allow challenges to be viewed as opportunitiesStrong commitment to seeing and bringing out the best in students | Active listening and authenticity The highest level of personal integrityA desire for fairness, dignity, and respect in every interaction |

**Development of Self and Empowerment of Others**

* Appreciates the impact of change on the school and individuals
* Challenges, influences and motivates others
* Nurtures professional interpersonal relationships with staff and students
* Develops individuals’ capabilities
* Empowers and sustains an effective team
* Uses courage, care and curiosity to deal with conflict.

**REMUNERATIONS AND OTHER CONSIDERATIONS**

As an equal opportunities employer, ESMS is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply and join ESMS.

**The post** This is a permanent, full-time position available from 14 August 2025 or as soon after (subject to satisfactory pre-employment checks).

**Hours of Work**  The hours of work will be full time.

**Salary** Remuneration will be on ESMS’ own A scale (£34,508 to £49,977 per annum). Remuneration will be dependent on experience.

**Location** Depending on staffing the postholder will be based at either The Mary Erskine School on the Ravelston site or at Stewart’s Melville College on the Queensferry Road site. Please note, from August 2026 the postholder will work at the Queensferry Road site when The Mary Erskine School and Stewart’s Melville College merge to become one Senior School.

**Eligibility** ESMS is unable to sponsor the employment of international workers in this role. International applicants will therefore be unable to apply for and secure a Skilled Worker visa. The successful candidate will only be able to take up this role if they can demonstrate an alternative right to work in the UK.

**Pension** All teachers are automatically enrolled into the Scottish Teacher’s Pension Scheme.

**Staff Benefits** Staff are offered a range of benefits including: use of the Schools’ swimming pool and fitness room outside school hours and membership of the ESMS Discount and Benefits Scheme, including a range of discounts at 130,000 retail and entertainment locations, as well as access to our EAP provider, Care First.

**The closing date for applications is 12pm on Friday 16 May 2025. We anticipate interviews will be held on Tuesday 21 April 2025.**