



Job Description

Teacher of Economics and Business Studies

George Watson's College wishes to appoint a full time Teacher of Economics and Business Studies to cover a period of Maternity leave. This role is available from August 2025. The vacancy represents an opportunity for an outstanding practitioner to make a high profile contribution to the success of one of Scotland's leading schools. The post would be suitable for a probationary teacher.

THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Despite its size, everyone remarks that it has a small-school 'feel': the close-knit and friendly relationships amongst all its constituents are a hallmark of the School. Its motto – *ex corde caritas* (Love from the Heart) – is central to its values as it seeks to sustain what is described as 'The Watson's Family'.

This tangible sense of togetherness is significantly enhanced by everyone being on one purpose-built site, which is located in the attractive residential district of Morningside, to the South West of the centre of Edinburgh. Edinburgh itself is the second strongest city economy in the UK, outside of London, with the highest percentage of graduates and professionally qualified adults in the UK and over 25% of school age children attending fee-paying schools. Watson's is proud of its independent status and, whilst remaining true to its Scottish roots, seeks to sustain and develop an international perspective. The curriculum is adapting to the innovations inherent in Scotland's Curriculum for Excellence and the new Scottish National Qualifications.

The School welcomes a wide range of academic ability, and has very high academic standards, with 90% of pupils going on to Higher Education and a large proportion of pupils achieving outstanding success. Watson's also has excellent facilities, and offers a huge range of courses as well as extra-curricular activities. In addition, it has particular strengths in Sport, Music, Drama, Outdoor Education, Technology and in Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Lisa Kerr, took up post in 2024. Leadership of the Senior School is delegated to Gordon Boyd, Head of the Senior School, and the Senior School Leadership Team, including three Deputy Headteachers and three Assistant Head Teachers. A similar structure exists in the Junior School.

The Senior School

The leadership of the Senior School is delegated by the Principal to the Head of Senior School who works closely with a team of Deputy and Assistant Headteachers and Principal Teachers. The leadership model enables Principal Teachers to shape the character of their department within an overall ambition for the Senior School and George Watson's College as a whole. Principal Teachers are encouraged to play a role in the development and implementation of practice in all aspects of the Senior School, especially in improving curriculum design, pupil support and learning and teaching.

Our work with pupils and amongst ourselves is characterised by good relationships which, in turn, creates the context for better learning. We aim to be an inclusive school and to find ways to recognise and celebrate our diversity. We have achieved Gold Status as a Rights Respecting School and we have been awarded Gold Level by LGBT+ Youth Scotland.

Approximately two-thirds of pupils in the Senior School have progressed there from the Junior School. On arrival, they have a carefully worked out induction programme which includes a residential experience together in the first term.

In First and Second Year, a diverse and stimulating timetable balances challenging academic progression with a variety of learning experiences, including in two foreign languages. Pupils study many of their subjects in their form classes but are set in English and Mathematics. This enables them to progress at a pace that provides the appropriate level of challenge and provides them with an opportunity to mix with the rest of their year group.

From Second Year, pupils discuss their personal targets and study options with teachers, through to their key certificate examinations, and we ensure that they choose subjects and levels that match their abilities and aspirations.

At Watson's we are proud of the exceptionally broad range of certificate courses we offer. Available at various levels of certification within the national qualifications framework, our extensive provision includes subjects across the spectrum of arts, sciences and social sciences, with a notably wide selection of languages, including Mandarin Chinese.

It is important that we prepare pupils for the increased independence they will require after school. A programme of study skills encourages independent thought and enquiry. Throughout their time at Watson's, pupils make confident use of our outstanding IT facilities and our Library.

Economics and Business Studies Department

The Department currently has eight full time members of staff. The majority of the teaching involves teaching SQA examination classes in Business Management, Economics, Administration & IT, Accounting, Travel & Tourism and NPA in PC Passport from S3 to S6. Business Studies and Economics is taught to all S1 & S2 pupils in rotation with the other Social Studies subjects..

Business Studies and Economics is introduced to pupils in S1. Its purpose is to improve progression in social studies and literacy skills of S1/S2 pupils, aid subject choice for S3 classes and to provide a good understanding of fundamental economic and business concepts to all pupils.

The numbers taking the Higher Business Management have continued to increase in recent sessions with 140 now taking the course. 39 pupils are taking the Advanced Higher this session with 92 taking National 5 in S4 and 86 in S3. Along with the increase in numbers the department has consistently achieved very good results for many years.

Economics has always been a strength of the Department. This session 59 pupils are taking the Higher

course, 28 the Advanced Higher and 58 will complete the National 5 course in S4 with a further 83 studying the course at S3. Most pupils will achieve A passes at all levels.

Accounting is well established as a one year Higher for those in S5/6, with numbers much larger in recent years and more achieving 'A' grade passes. This session sees 10 students taking this course. Higher Administration & IT has proved an increasingly attractive option along with the two new courses we have introduced recently; Travel & Tourism (in conjunction with the Geography Department) and NPA in PC Passport.

The Department is very committed to developing business enterprise through its extensive extracurricular programme. Young Enterprise has always been very strongly supported in S5 - six companies last session competed in the Lothian Region programme. S1&S2 Mini-enterprise has also been a great success with the pupils completing a variety of projects. The Department encourages and supports pupils in a range of other competitions and events throughout the year. In conjunction with the Religious and Philosophical Studies Department and the Modern Studies Department, there is a very successful Philosophy, Politics and Economics Society which invites in speakers for discussions on subjects and issues that straddle these three disciplines. What has been of particular note this year is the number of pupil-led discussions that we have demonstrated excellent presentation and research skills.

The effective use of IT is very much part of the teaching and learning in the Department. All rooms in the Department have Promethean boards and all classes make use of Google Apps for Education daily. There is a business suite equipped with twenty desktop PCs. The school has excellent IT provision, with all pupils S1-6 'bringing their own device' (BYOD). The department has taken a lead on developing the pupils' ICT skills not only with Higher Administration & IT and NPA in PC Passport but also embedding the development of the necessary in our S1&2 course to ensure effective use of their devices.

The Department retains exceptionally high pupil numbers, achieves excellent results each year and can be considered a thriving, innovative, collaborative place to work and learn. It offers many opportunities to develop professionally and in conjunction with its excellent resources continually evolves to offer the best educational experience to all of its pupils.

PERSON SPECIFICATION

The person appointed will:

- be a trained and qualified graduate teacher of Business Education (ie Economics, Business Management, Accounting and Administration), eligible for registration with the General Teaching Council for Scotland
- have successful experience of teaching Business Education subjects in secondary schools to Higher and/or Advanced Higher level, or be a probationary teacher
- be flexible and imaginative in developing new ideas and resources, as well as adapting to curriculum changes.
- be prepared to contribute to the extracurricular programme of the department and/or to the wider school.

- will strengthen the existing strong team ethos in the department

JOB SPECIFICATION

Line Management

The Teacher of Business Education is accountable to the Head of Department and to the Assistant Principal Teacher in the Department.

General Responsibilities

It is expected that the person appointed will contribute effectively in maintaining the ethos of high expectation and enthusiasm throughout the department and in the classroom.

The person appointed will be responsible for the learning and teaching of classes employing effective pedagogy, using their skill and experience to enable pupils to become self-regulated and successful learners in achieving their potential in the subject to the full.

They will abide by the Code of Conduct for Staff at George Watson's College.

A contribution to the wider life of the School is an expectation of all staff.

Specific Responsibilities

The person appointed will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile;
- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations;
- set high expectations for all pupils, to deepen their knowledge and understanding to maximize achievement;
- prepare and provide classroom activities that are appropriate to each year group and differentiated for learners' needs;
- be confident of their ability to work and respond to the needs of pupils and inspire the next generation;
- develop new resources and course materials, as directed by and/or in collaboration with the Head of Department;
- assess, record and report on work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative;
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School.

Additional Responsibilities:

The Teacher of Business Education will undertake such other responsibilities as the Head of Senior School or Head of Department may from time to time reasonably require.

REMUNERATION

Teaching staff at George Watson's College are paid at a competitive level. The salary is pensionable under the Scottish Teachers' Superannuation Scheme.

DISCLOSURE SCOTLAND - PROTECTION OF VULNERABLE GROUPS SCHEME

All staff must be prepared to undergo screening to confirm their suitability to work with children and young people.

CONTINUING PROFESSIONAL DEVELOPMENT / PROFESSIONAL REVIEW

All staff are required to participate in appropriate programmes of continuing professional development and undergo professional review as set out in the School's policy.

APPLICATION PROCESS

To apply, please include a letter of application of not more than 800 words giving us more information about you and why you would like the role, addressed to Mr Gordon Boyd, Head of Senior School.

Any specific questions relating to the advertised posts can be put directly to the Head of Department, Mr Colin Duncan by email (c.duncan@gwc.org.uk)

Candidates called for interview will be asked to teach a lesson as part of the selection process.

If you require more information about the School, please visit our school website.

Closing date: **11:59pm on Monday 21 April 2025**

Interviews are scheduled to take place on **Thursday 1 May 2025**