

George Watson's College wishes to appoint a full-time Teacher of Chemistry on a permanent basis from August 2025. The role would be suitable for an experienced teacher or a highly able newly qualified teacher. 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 SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Founded in 1741 by a local merchant concerned for the education of young minds, it fulfils to this day the role intended by its founder. 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, Adventure Learning, Technology and in Additional 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. A parallel structure exists in the Junior School.

The Senior School

The leadership of the Senior School is delegated by the Principal to Gordon Boyd, Head of Senior School who works with his team of three deputy and three assistant headteachers and a large group of Heads of Academic and Pup[il Support Departments. The leadership model enables Heads of Department to shape the character of their department within an overall ambition for the Senior School and the School as a whole. Heads of Department are encouraged to play a role in the development and implementation of practice in all aspects of the School, especially in child protection, curriculum design and in improving learning and teaching.

Approximately three-quarters 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 Senior 1 and 2 (S1 and S2), 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 S2, 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.

The Chemistry Department

The Department is led by Helen Inglis and consists of six full-time members of staff, supported by two full-time Chemistry technicians. It is exceptionally well resourced and a programme of laboratory refurbishment has recently commenced.

The Department teaches the foundations of Chemistry concepts from S1 through to S2 broadly in line with the experiences and outcomes of Curriculum for Excellence.

In S3, pupils begin the National 5 Qualification and sit the final examination at the end of the S4 year. A small proportion of students will be given the opportunity to change course to that of the National 4 Qualification if it is deemed more appropriate and in their best interests.

To support the delivery of the curriculum there is a wide variety of activities that take place throughout the year. These include a weekly S1 Chemistry Club, participation in Top of the Bench competitions, attendance at university lectures and a brilliant educational visit to Iceland. The Department is also an active participant in the Science and Engineering Society where pupils are encouraged to make links across all the STEM subjects and develop their leadership skills by organising events to promote STEM to their peers.

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

It is expected that the person appointed will support the wellbeing of all pupils and will:

- be a trained and qualified graduate teacher of Chemistry, registered or eligible for registration with the General Teaching Council of Scotland;
- be an academically rigorous, dynamic creative and flexible teacher in developing new ideas and resources, as well as adapting to curriculum changes;
- be a team player with a drive for learning and teaching, who is keen to explore innovative and stimulating ways to use their passion and expertise to positively encourage the next generation;
- strengthen the existing strong team ethos in the Department
- contribute to the well being of pupils including in the role of Form Tutor or Support Form Tutor
- contribute to our diverse programme of extra-curricular and co-curricular activities, known at Watson's as 'enrichment'

JOB SPECIFICATION

Line Management

The Teacher of Chemistry will be accountable to the Head of Chemistry.

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 Professional Learning, 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 of young chemists
- develop new resources and course materials, as directed by and/or in collaboration with the Head of Chemistry;

- 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 should also be willing to 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 a competitive salary. 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

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 post can be put directly to the Head of Department, Mrs Helen Inglis by email (h.inglis@gwc.org.uk)

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

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

Closing date: **11:59pm on Wednesday 19 March 2025**

Interviews are scheduled to take place on **Wednesday 2 April 2025**