



## Erskine Stewart Melville

### TEACHER OF BIOLOGY

<b>SCHOOL</b>	<ul style="list-style-type: none"><li>• ESM Senior School</li></ul>
<b>DEPARTMENT</b>	<ul style="list-style-type: none"><li>• Biology</li></ul>
<b>REPORTS TO</b>	<ul style="list-style-type: none"><li>• Head of Department (Biology)</li></ul>

ROLE DETAILS	
<b>PURPOSE OF THE ROLE</b>	<ul style="list-style-type: none"><li>• The postholder will be required to teach at all levels up to Advanced Higher</li><li>• The postholder will be required to demonstrate a willingness to contribute to the school's extra-curricular programme</li></ul>
<b>ACCOUNTABILITY</b>	The postholder will be accountable to the Head of Department (Biology)
<b>AUTHORITY</b>	The postholder will have authority as delegated by the Head of Department (Biology)
<b>RELATIONSHIPS</b>	<ul style="list-style-type: none"><li>• Other teachers in the department</li><li>• All staff members of ESM, support staff and professional and operational staff</li><li>• Parents of pupils</li></ul>

<b>DUTIES AND KEY RESPONSIBILITIES</b>	<ul style="list-style-type: none"><li>• Plan and deliver engaging, creative and well-structured Biology lessons.</li><li>• Inspire and challenge pupils of all abilities, fostering creativity, independent thinking and a high level of practical skill across a range of media and processes.</li><li>• Create a positive, inclusive and well-managed classroom environment with high expectations for behaviour, effort and achievement.</li><li>• Assess, track and report on pupil progress, providing clear, constructive feedback to support learning and attainment.</li><li>• Contribute to collaborative curriculum planning, departmental development, resource management and whole-school initiatives.</li><li>• Play an active role in the wider life of the school, including extra-curricular activities and promoting the value of Biology across the community.</li></ul>
<b>EXTRA-CURRICULAR ACTIVITIES</b>	The post holder is expected to play a full and active part in the extra-curricular life of the school

PERSON SPECIFICATION		
	Essential Criteria	Desirable Criteria
<b>Experience</b>	<ul style="list-style-type: none"><li>• Recognised teaching qualification (e.g. PGDE/PGCE or equivalent) with eligibility for registration with the General Teaching</li></ul>	<ul style="list-style-type: none"><li>• Experience of teaching exam classes (e.g. National 5, Higher, Advanced Higher or equivalent).</li></ul>

	<p>Council, alongside strong subject knowledge in Biology</p> <ul style="list-style-type: none"> <li>• Proven experience of teaching Biology at secondary level, with the ability to plan and deliver engaging, high-quality lessons that promote progression and achievement.</li> <li>• Evidence of effective classroom practice, strong pupil engagement, and confident behaviour management within a studio-based learning environment.</li> <li>• Experience of supporting pupils of varying abilities through adaptive teaching, stretch-and-challenge strategies, and inclusive teaching approaches.</li> <li>• Understanding of curriculum design, assessment and progression, with experience of contributing to schemes of work, resources, and maintaining safe practice, alongside a commitment to safeguarding and pupil wellbeing.</li> </ul>	
<b>Education/Qualifications</b>	<ul style="list-style-type: none"> <li>• General Teaching Council for Scotland (GTCS) registered, or eligible for registration</li> <li>• Recognised teaching qualification</li> <li>• Subject specific degree level qualification</li> </ul>	
<b>Skills/ Abilities/ Capabilities</b>	<ul style="list-style-type: none"> <li>• A role-model for young people</li> <li>• Ability to multi-task and prioritise</li> <li>• Attention to detail</li> <li>• Independent, self-motivated and organised, with an ability to collaborate with colleagues across the wider school community</li> <li>• Determination to maintain high standards and expectations</li> <li>• People focused</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to plan and deliver engaging, creative and well-structured lessons.</li> <li>• Strong communication skills, with the ability to explain concepts clearly and inspire learners.</li> <li>• Ability to manage classroom environments effectively and promote positive behaviour for learning.</li> <li>• Capability to assess, track and report on pupil progress accurately and meaningfully.</li> <li>• Ability to work collaboratively within a team and contribute to shared planning and resources.</li> </ul>

		<ul style="list-style-type: none"> <li>• Strong organisational skills, with the ability to manage resources, materials and teaching spaces safely and efficiently.</li> </ul>
<b>Personal Attributes</b>	<ul style="list-style-type: none"> <li>• A motivating presence in the classroom</li> <li>• Excellence as a practitioner</li> <li>• Commitment to the nurture of young people</li> <li>• A friendly, approachable, dependable team-player</li> <li>• Reflective practitioner, committed to continuous professional growth and improvement.</li> <li>• Positive, enthusiastic and resilient, with a strong work ethic.</li> <li>• High expectations of self and pupils, with a commitment to excellence and equity.</li> <li>• Collaborative and supportive team member who values shared success.</li> <li>• Passionate about Biology education and committed to inspiring young people.</li> <li>• Creative, innovative and open to new ideas and approaches in teaching and learning.</li> </ul>	