



Mossbourne
Federation

Head of Department - Biology

Job Description

POSITION	Head of Department - Biology
SALARY	Teacher main pay scale + TLR / UPS + TLR
START DATE	Monday, 1 st September 2025 [INSET Days 1 st – 2 nd September 2025]
HOURS	40 hours per week
FULL TIME EQUIVALENT	Full Time, 52 weeks per annum
CONTRACT TYPE	Permanent
RESPONSIBLE TO	Head of Learning Area, Science
LOCATION	Mossbourne Fobbing Academy
KEY WORKING RELATIONSHIPS	SLT, ELT, teachers, support staff, students, and parents

Background

Mossbourne is the realisation of Sir Clive Bourne's dream to provide the children of Hackney with an outstanding education. Mossbourne is built on a formula of high expectations, doing the simple things right, and the belief that all children can succeed. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning. The Federation's calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically.

The Mossbourne Federation consist of seven academies: Mossbourne Community Academy (MCA), Mossbourne Fobbing Academy (MFA), secondary and sixth form, Mossbourne Victoria Park Academy (MVPA), Mossbourne Port Side Academy (MPA) secondary, Mossbourne Parkside Academy (MPA), Mossbourne Riverside Academy (MRA), Mossbourne Herd Lane Academy (MHLA) primary.

The Mossbourne Federation is actively seeking to increase the proportion of our workforce that comes from diverse backgrounds. We particularly welcome applications from people of Black, Asian, and other minority ethnic descent. Injustice, discrimination and intolerance go against the core tenets of the Mossbourne ethos. We actively reject discrimination in our academies through continuous review of our working policies & practices across the federation, including at board level. We are committed to developing & supporting inclusivity, diversity & anti-racism in every facet of what we do.

Mossbourne Fobbing Academy (MFA)

Mossbourne Fobbing Academy is a school with a rich history of excellent academic, artistic, and sporting achievements. Today, that legacy of excellence lives on through our wonderfully talented students and terrifically dedicated staff.

Everything we do is built on the conviction that learning and safeguarding come first. We expect the highest standards of behaviour so that our students can focus on learning in an environment that supports them to feel and be safe. This means our teachers intellectually plan and teach lessons with great care and in great detail to ensure that all of our students acquire the knowledge, character and qualifications they need to reach their potential.

Our students capitalise on a fantastic range of facilities that encourage them to nurture and pursue their passions in sports and the arts. While our range of extra-curricular activities, including the Combined Cadets Force and The Duke of Edinburgh's Award, offer experiences that broaden horizons and enrich lives.

We are dedicated to ensuring that our students leave equipped with the knowledge, character and qualifications that open the doors to whatever future they envisage for themselves. Our students leave ready to make their mark on the world and bring positive change to their communities.

Mossbourne Fobbing Academy is at an exciting point in its history as it joins the Mossbourne Federation – a Federation with exceptionally high standards where students achieve outcomes which are among the best in the country. These exciting times bring our school a fantastic opportunity to develop, grow, and really prosper as we continue our mission to ensure our students get the outstanding education they deserve.

If you want to be part of the team that is improving the life chances of our students, then read on.

The Science Learning Area

The Science Learning Area includes Biology, Physics, Chemistry and Vocational Science taught across Key Stages 3, 4 and 5. With more than 10 specialist teachers, all passionate about delivering outstanding Science lessons, it is an extremely exciting place to teach Science. We have exciting and ambitious plans for expansion, including learning from the extremely successful Medical Bursary Programme at Mossbourne Hackney Sixth Form. Staff are passionate about their subject and dedicated to engendering that passion within the students they teach, whilst supporting them to achieve outstanding outcomes. The department is well-resourced with laboratories and dedicated technicians. Every classroom benefits from an interactive whiteboard and a visualiser. The department also has its own staff workspace where staff work collaboratively to share ideas and support success.

Job Summary

We are seeking an outstanding practitioner to lead our Biology team. The successful applicant will be responsible for overseeing the Biology curriculum and teaching and learning of Biology from Years 7 to 13. They will lead a team of colleagues who endeavour to promote a love of Science and achievement in Science. They will ensure our A-level Biology students achieve the very best results, enabling them to study at the country's best universities, including Oxford and Cambridge. This role requires excellent subject knowledge and a passion for Biology education. They will be highly organised and willing to go the 'extra mile'. They may be an established middle leader or seeking their first leadership opportunity. Either way, they will embody the high standards that we expect from all of our staff.

Main Duties & Responsibilities

To work with the head of learning area and second in charge to ensure the effective provision of Chemistry teaching and learning throughout all years. Responsibilities include, but are not limited to:

- To work with the Head of Learning Area to ensure the effective provision of teaching and learning in Biology.
- To have an overview of progress and attainment of students across all Key Stages in Biology.
- To observe science colleagues on a regular basis and provide quality feedback, setting targets for improvement and follow-up where appropriate.
- Co-ordinate, oversee and contribute to the development of Biology schemes of work.
- To contribute to the planning, development and delivery of training and INSET within the Science Department.
- To participate in training, monitoring, and mentoring of NQTs and Schools Direct trainees and the mentors that support these members of staff.
- To take on a lead role in ensuring that outstanding behaviour is upheld in the Science Learning Area.
- To organise and run enrichment opportunities and support interventions for Biology students.
- To be a member of the pastoral team and, if required, a form tutor carrying out associated responsibilities.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.
- To be a member of the pastoral team and, if required, a form tutor carrying out associated responsibilities.
- To comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.
- To oversee Prep lessons, including delivery of 'Bourne Scholar' sessions, as directed and in accordance with Academy expectations.



Person Specification			
E Essential Or D Desirable	Requirements	Assessment Criteria	
		Interview	Application Form
Experience			
E	Ability to teach Biology at KS3, KS4 and KS5	X	X
E	Knowledge and understanding of how students learn	X	X
E	Ability to reflect on your own and student performance in lessons and adapt practice accordingly	X	X
E	Ability to select and devise appropriate teaching methods and resources to meet the differing needs of students in reading, writing, speaking, and listening	X	X
E	Effective planning, assessment and record keeping	X	
E	Ability to work independently and as part of a team, contributing to department and whole school INSET		
E	Ability to develop and maintain positive relationships with teachers, support staff and parents	X	
E	Effective classroom management and efficient organisation of resources	X	X
Qualifications			
E	A good degree in Chemistry or relevant experience	X	X
E	Qualified Teacher Status (QTS)	X	X
IT knowledge			
D	Knowledge of the Microsoft Office package (Word, Excel, Outlook, Publisher, PowerPoint)		X
D	Ability to swiftly adapt to and utilise new/various systems/software		X
D	Capable of making effective and appropriate use of ICT in lesson delivery and within the Learning Area		X
Behavioural Competencies			
E	Excellent communication skills	X	
D	Strategic approach, ability to see the 'big picture'	X	
D	Have the initiative to work independently with minimal supervision	X	
E	Ability to meet ALL deadlines internally and externally, ensuring output consistently is of an exemplary standard	X	
E	Must have the upmost integrity as well as high levels of motivation and commitment.	X	
E	Proactive approach and efficient time management and prioritisation skills	X	
E	Genuine interest and passion for the education of young people and the ability to contribute more widely to the life and community of the Federation	X	X
Applicable to all staff			
E	Undertake training as required to so in order to fulfil the requirements of the role	X	X



E	Support Mossbourne's efforts both verbally and non-verbally (i.e. via actions and attitude), including adjusting performance and practice in accordance with Mossbourne's initiatives and findings	X	X
E	Recognise your role as part of the succession of Mossbourne	X	X
E	Play an active role in terms of safeguarding all students and adults	X	X

Mossbourne Federation reserves the right to modify this job description to ensure the needs of the Federation & students are met.

The document is not a comprehensive list; it simply outlines the expectations of this role.

This post is subject to an enhanced DBS disclosure. The post holder must be committed to safeguarding the welfare of children.