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|  | **RATHMORE GRAMMAR SCHOOL****Teacher of Biology to A-Level**(Commencing September 2025) |

**School Profile**

Rathmore Grammar School, a Catholic, co-educational, voluntary grammar school, situated on the southern side of Belfast, was opened in 1953 by the Religious of the Sacred Heart of Mary. It inherits the rich tradition of a Congregation engaged in education for one hundred and fifty years. It has 78 teaching staff and 1260 pupils and has excellent accommodation and facilities for this enrolment.

Rathmore, with its highly qualified and caring staff, seeks to foster academic excellence while meeting the individual needs of pupils within a well-structured and fully supportive pastoral care system. All pupils are encouraged to develop their gifts and to become self-assured, articulate and responsible members of society. The ethos of the school is Catholic, with a strong emphasis on the spiritual and moral formation of pupils. Pupils are encouraged to mature as fully committed Christian adults, prepared to respect the beliefs and traditions of others and to bring to society the values of the Gospel. Rathmore endeavours to create a friendly, caring atmosphere where pupils feel at home. It recognises the special role of parents in the education of young people and welcomes close contact with them. The school operates a Child Protection Policy to which all staff must subscribe.

There are generally 180 pupils in each year group. In Years 8 to 10 they are divided into classes of 20 for practical and 30 for non-practical subjects while throughout the school they are divided into tutor groups of approximately 20. Tutors have responsibility for the overall development and welfare of the pupils in their group whom they meet each morning, once a week for a Year Assembly, under the direction of the Head of Year, and four times a week for a tutor period during which a programme designed to meet the needs of the particular year group is followed.

**Biology**

Biology is taught by four specialist teachers under the direction of the Head of Department.

At KS3 all pupils study Science in Year 8 and Year 9 and Biology, Chemistry and Physics as separate sciences in Year 10.

At GCSE the Science options include one or more of the separate sciences or Double Award Science. The CCEA specifications are followed. Currently there are three Biology groups in Year 11, two in Year 12 and six Double Award Science groups in both Year 11 and Year 12.

At A level the CCEA specification is followed. Currently there are three groups in Lower 6 and three in Upper 6.

**Job Profile**

The responsibilities of the advertised post include:

1. as a teacher of Biology, under the direction of the Head of Department, delivering the curriculum to pupils throughout the school up to and including GCE;
2. as a Tutor,under the direction of the Head of Year, working as one of a team of Tutors in a particular year group in assuming responsibility for the overall development and welfare of about 20 pupils; carrying out routine administrative duties and pastoral duties which include the delivery of the Pastoral programme designed for the particular year group;
3. contributing positively to the ethos of the school and the school community;
4. contributing to extracurricular activities relating to Science and, in particular, to Biology;
5. contributing, where appropriate, to other areas of the curriculum and to extracurricular activities.

Teachers’ (Terms and Conditions of Employment) Regulations (Northern Ireland) 1987 apply to the post. Salary will be in accordance with the relevant statutory regulations regarding Teachers’ Salaries and the school’s Salary Policy. The post does not carry any responsibility/management points.

**Person Specification**

The Governors are seeking to appoint a suitably qualified specialist who is fully committed to the aims and objectives of the school as outlined in its Mission Statement.

**The successful discharge of the post will require prospective candidates to demonstrate on the application form and, if shortlisted, at interview the ability to fulfil the following criteria:**

**QUALIFICATIONS**

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| **Essential Criteria:*** By 1 September 2025, a teaching qualification, recognised by the Department of Education for Northern Ireland;
* An Honours Degree (minimum 2:2) in Biology or a related degree.
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| **Desirable Criteria:*** An Honours Degree (minimum 2:1) or equivalent in Biology or a related degree.
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**EXPERIENCE**

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| **Essential Criteria:*** Initial teacher training geared to the teaching of Biology at Post Primary level or experience of teaching Biology in a Post Primary school up to A-Level;
* Experience of using innovative ICT to promote learning.
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| **Desirable Criteria:*** Experience of teaching Biology to A-Level in a Post Primary school;
* Ability to teach another Science subject at GCSE.
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**KNOWLEDGE**

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| * Knowledge of Northern Ireland Post Primary Curriculum;
* Display an understanding of Post Primary school pupils and their needs;
* Knowledge of Child Protection issues for Post Primary aged pupils.

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**SKILLS**

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| * **Communication skills**
	+ High level written / oral communication / presentation skills
	+ Positive impact on others – energising/charismatic
* **Organisational skills**
	+ Methodical approach to organisation of tasks
	+ Ability to plan, prioritise and schedule effectively
	+ Ability to motivate pupils and involve them in accomplishment of tasks
* **Interpersonal skills**
	+ Ability to value contribution of pupils and colleagues
	+ Ability to perceive needs and concerns from differing viewpoints
	+ Ability to manage sensitive matters effectively
* **ICT skills**
	+ Ability to apply ICT to teaching and learning in Biology.
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**PERSONAL QUALITIES**

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| * Loyalty and commitment to the ethos and aims of Rathmore Grammar School;
* Commitment to the pastoral dimension of school life;
* Enthusiasm for teaching;
* Child centred approach;
* Breadth of vision;
* Flexibility;
* Reliability;
* Loyal, co-operative and enthusiastic team member;
* Ability to use initiative;
* Confidentiality.
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**EXTRACURRICULAR**

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| * Willingness to contribute to extracurricular activities relating to Science and, in particular, to Biology;
* Willingness to be involved in the extracurricular life of the school.
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**Notice to Candidates**

**The Application Form must not be changed from the format provided to you. Additional pages will not be considered**.

Please note that the criteria may be enhanced to facilitate shortlisting and that preference may be given to candidates who are best qualified for the post in terms of their experience of teaching Biology.

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| Candidates should complete the Application Form in full and return it to the Principal’s P.A. by **4.00 pm** on **Tuesday 15 April 2025.** |

**Application Forms returned by email will not be accepted.**

**CV’s must not be included and will not be considered.**

**It is expected that candidates, if shortlisted, will be invited for interview**

**during week beginning Monday 28 April 2025.**