Albyn School

Teacher of Biology (Fixed term maternity cover)

Albyn School is delighted to offer this fixed term opportunity to cover a period of maternity leave within the Faculty of Science and Technology. You will be joining a vibrant Faculty where the pupils thrive both academically and behaviourally. Albyn School values nurturing our pupils to achieve their best academically but importantly it does so in a community where pupils respect each other and respect the culture that Albyn provides for them.

The Faculty is delighted with the high progression rate from S2 to S3 and Nat 5 to Higher demonstrating the significance and the popularity across the Science, Technology, Engineering and Mathematics (STEM) subjects. The Faculty is proud to support and present pupils at national and international competitions demonstrating the excellence achieved by the pupils with high success rates across the competitions.

The Faculty covers a broad range of STEM subjects including Physics, Chemistry, Biology, Engineering, Environmental Science and Computing and technician support is available in the classroom environment. There are 11 teaching staff (including the Head of Faculty) and a technician. The Faculty also benefits from the combined primary and secondary provision that Albyn School has to offer by being able to introduce science delivery to primary children sparking their interest in STEM subjects from an early age. In S1 and S2, the pupils are taught Biology, Chemistry and Physics individually, providing them with three double lessons of a week of Science.

The classroom environment at Albyn is a safe and positive setting for pupils to be able to express themselves and achieve their full potential. In turn, this positive environment means that the Teaching Staff in Albyn are in a strong position to focus their attention on the academic endeavours, pastoral and also co-curriculum activities without having to dedicate significant time to managing classroom behaviours making this an enriching environment for staff to be able to thrive.

Job Description
To teach Biology to pupils up to public examination level.

All members of the teaching staff are expected to assume a pastoral role within the School and to contribute to the School's co-curricular programme.

While the following list is not intended to be exhaustive, it outlines the major responsibilities of the post. These include:

Teaching Responsibilities
Delivering a high quality education to pupils in accordance with school policies by:

- Preparing innovative and creative lessons/courses and teaching assigned classes/pupils.
- Utilising MIDYIS and other baseline data to inform target setting for pupils and ensuring appropriate outcomes are achieved
- Assessing, recording and reporting on the work of pupils in accordance with school policies.
- Presenting pupils for national examinations, where appropriate.
- Maintaining good order and discipline among pupils and safeguarding their health and safety.
- Reporting and discussing pupils' progress with their parents and any other bodies that have statutory functions relating to the care of children.
- Preparing and presenting pupils for both internal examinations and externally certificated courses.

Pastoral Responsibilities
- Pupil welfare and discipline within the department.
- Liaising with pastoral care staff and Support for Learning staff when necessary.
- Liaising with teaching staff and Senior Leadership.
- Maintaining and presenting appropriate pupil records and reports.

- Advising and guiding pupils on issues relating to their education.

Resource Management
- Sharing in the management of the resources of the department in accordance with departmental policies.

Administration
- Undertaking administrative tasks associated with the department and School with regard to assessment, recording and reporting.
- Undertaking administrative tasks in relation to the presentation of candidates for internal and external examinations.
- Attending departmental meetings as appropriate.

This job description is non contractual and is not intended to be all-embracing and the post holder may be required to carry out other duties where requested commensurate with grade, training and experience. According to the development and requirement of the School, job descriptions may need to be reviewed and updated periodically after consultation with the post holder.

Person Specification

The successful candidate should be able to demonstrate from their application, at interview or from their references, the following:
- GTCS registration or eligibility for registration as a teacher of Biology.
- Knowledge of current issues and development in Biology.
- Flexibility, initiative and organisational ability.
- Experience of preparing pupils for public examination courses e.g. National 5, Higher Biology, Advanced Higher, or GCSE, A Level.
- Engagement with ongoing professional learning.
- Highly developed interpersonal skills for working with staff, pupils and parents.
- Excellent written and verbal communication skills.
- A current and active commitment to co-curricular activities.

Appointment Terms

- The position is for a fixed term available from 5 January 2027 for 10 months in the first instance.
- This post is 0.8fte, 4 days per week (day off Thursday).
- The salary for the post will be determined by qualifications, skills and experience.

Other, non-contractual, benefits include:

- Discount on basic tuition fees subject to the employee's child/ren meeting the entrance requirements.
- Free After School Care for the employee's child/ren – 3.35pm to 6pm, Monday to Friday.
- Discounted Holiday Club fees.
- Cycle to Work Scheme.
- Benefits platform package.
- Use of the School's Fitness Suite.
- A strong, supportive staff community.

Equal Opportunities

At Albyn School we are committed to creating and promoting a diverse and inclusive workforce that fully reflects our pupils and local community. All appointments will be made on merit, following a fair and transparent process. Applications are welcome from all suitably qualified candidates regardless of age, disability status, ethnic or national origin, gender identity, marital status, political opinion, religion or belief, sex, sexual orientation or trade union membership. We particularly encourage applications from under-represented groups.

Application Process

Applicants must submit:

- a full CV (including details of all post-16 qualifications).
- a letter of application (maximum two sides of A4) explaining your reasons for applying and outlining your suitability for the role.
- the names, phone numbers and email addresses of two professional referees.

Please note the following:

- Those progressing to interview stage, will be required to show proof of their Right to Work in the UK and proof of their qualifications.
- To arrange a confidential conversation about the role, please contact the HR Manager, Susan Allan (hr@albynschool.org).
- Applications should be sent by email to the HR Manager, Susan Allan (hr@albynschool.org).
- Albyn School is committed to safeguarding children and the successful applicant will be subject to an enhanced PVG check by Disclosure Scotland.
- Candidates are urged to apply as soon as possible as we reserve the right to make an appointment before the closing date if a suitable candidate is found.

The deadline for applications is 12 noon on Friday 27th November. Interviews are scheduled for Thursday 3rd December

About Albyn School

Founded in 1867, Albyn School ('Albyn') is one of Scotland's leading independent schools, offering an exceptional education to pupils from nursery through to sixth form. Located in the heart of Aberdeen, we combine academic excellence with a vibrant co-curricular offering, a strong sense of community, and a forward-thinking approach to learning and development.

Albyn was founded on a pioneering belief in empowerment - enabling young women to attend university and access opportunities that had long been denied to them. That same principle of empowerment still defines us today. As a modern co-ed school, we believe in equipping every pupil to pursue their own path, while supporting others to do the same. This is why our school values centre on developing self-awareness, ambition, and an outward-looking mindset, so that Albyn pupils not only thrive, but contribute meaningfully to the world around them.

Our Purpose: To be Aberdeen's leading community of lifelong learners and an enduring force for good.

Our Mission: We cultivate thoughtful learners and compassionate individuals, empowering each pupil to thrive academically and personally. Inspired by our founding belief in opportunity, we champion innovation in learning, meaningful partnerships, and a deep commitment to wellbeing - so every pupil is equipped to shape a better future.

Our Vision: To lead the future of education by inspiring curiosity, building character, and expanding opportunity - just as we did when we were founded. We aim to shape a generation of changemakers ready to contribute confidently in a complex, evolving world.