RAINEY ENDOWED SCHOOL

# Teacher of Biology

## Fixed term – 1 day per week (Monday)

## (academic year 2026/27)

# Principal's Message

Thank you for your interest in being our next Teacher of Biology.

Rainey Endowed is a wonderful school where our pupils are not only academically successful but develop individually as successful learners, confident individuals and responsible citizens.

Our academic outcomes place us frequently in the top 10 Northern Ireland Grammar and top 50 UK state schools. However, our school is much more than just about results.

Relationships between staff and pupils and parents are excellent. Our staff work extremely hard to deliver wrap around pastoral care and outstanding teaching and learning; it is this commitment to pastoral and academic fusion that defines what we are: a school committed to excellence where our pupils are at the centre of everything that we do, and who are encouraged to be the best version of themselves and succeed.

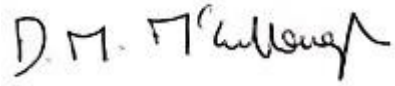
We aim to equip our young people with life skills and key values of compassion, resilience, responsibility and respect, ensuring that they enjoy a positive and enriching school experience that prepares them for happy and successful lives at school and in their future career.

In keeping with our founder, Hugh Rainey's vision, we are proud of our pupils. Pupils are encouraged to participate in a wide range of extra-curricular activities including choir, orchestra, hockey, rugby, football, swimming, golf, athletics, netball and gymnastics. This is strengthened further by a wide offering of lunchtime clubs for pupils to participate in: chess, debating, craft, cookery to name but a few. Rainey Endowed School is diverse, well balanced and a genuinely nice place to work. However, we are ambitious and are dedicated to continuous improvement to maintain the highest standards for the benefit of our entire school community. Above all, Rainey Endowed School is a caring school: we care for our pupils, for one another, for our school and community. We encourage pupil leadership, whether it be as a member of the Pupil Leadership Team, as a well-being or autism ambassador, or as a subject mentor.

We are proud of all that we do but know that we can still get better, by encouraging each other to be first class versions of ourselves and succeed.

I look forward to meeting you!

Best regards,



Mr D M McCullough
Principal

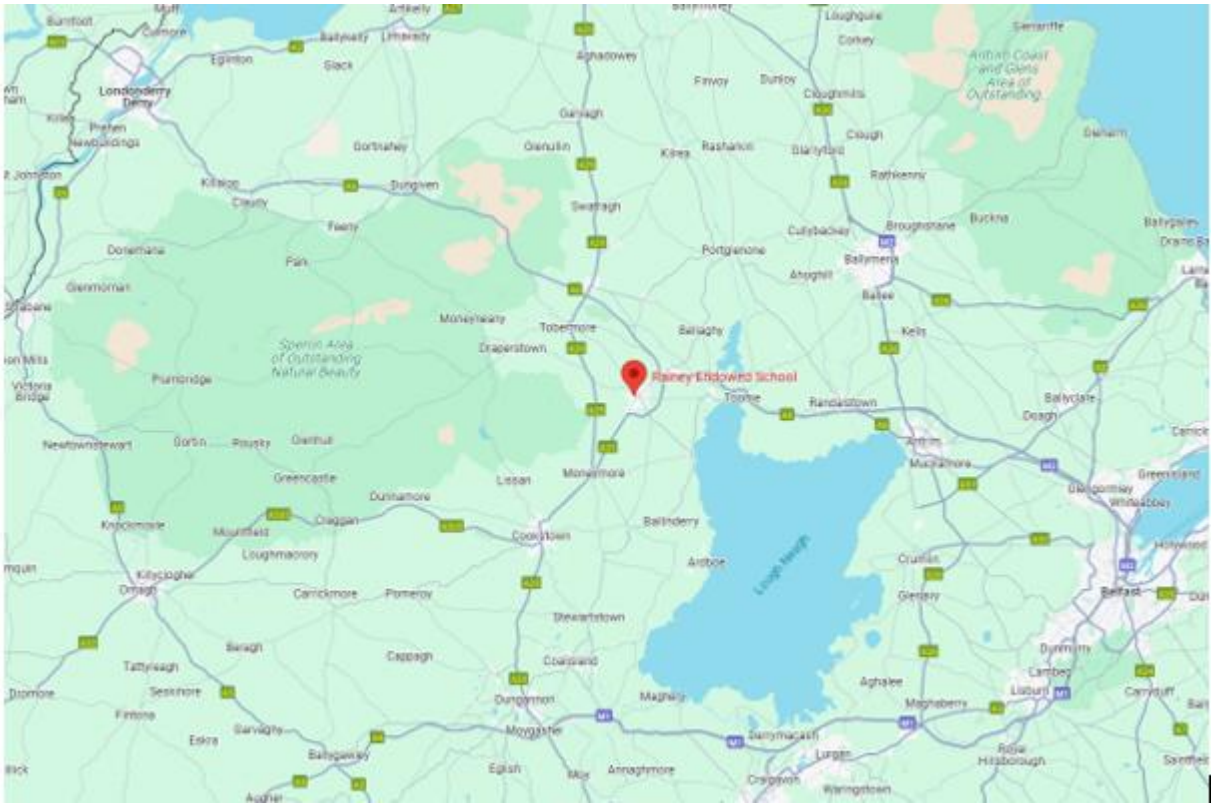
**Benefits of Working at Rainey Endowed School**

The opportunity to:

- Work in a high performing school that is extremely well regarded for all of its positive work within the wider community and beyond
- Teach respectful, bright and positive pupils with supportive parents
- Shape and contribute to a forward thinking supportive and motivated community
- Be involved in the wide-ranging extra-curricular activities, enrichment and pupil leadership programmes.

Benefits include:

- Comprehensive induction programme and continued professional development opportunities
- An excellent working environment with a staff laptop and dedicated IT support and training.
- Medical/healthcare package
- Well-being activities
- Access to a private and confidential staff counselling service
- Active staffing committee
- Membership of staff fitness centre
- Career progression opportunities



**RAINEY ENDOWED SCHOOL**

**Teacher of Biology to A Level**

Rainey Endowed School is seeking a passionate and innovative Biology teacher for a one-year temporary post to join our thriving department. The successful candidate will inspire and challenge pupils from Key Stage 3 through to A Level, encouraging them to develop a strong understanding of biological concepts, scientific enquiry skills, and an appreciation of how biology relates to the world around them. We are looking for someone who can spark curiosity, promote independent thinking, and foster collaboration in the classroom.

We welcome applications from both experienced teachers and newly qualified teachers who are committed to delivering high-quality teaching and contributing positively to the wider life of the school.

**Responsible to:** Head of Department – Biology

**Salary:** Appropriate point on the Main Pay Scale for a qualified teacher

**Job Description**

In addition to the professional duties of a teacher as outlined in the *Teachers' (Terms and Conditions of Service) Regulations (Northern Ireland) 1987*, the successful candidate will be expected to:

- Be responsible to the Head of Department and work collaboratively as part of the department.
- Contribute to the effective running and development of the department.
- Deliver high-quality teaching of Biology up to A Level, inspiring curiosity, scientific understanding, and critical thinking.
- Teach Biology at Key Stage 3, supporting pupils in developing practical laboratory skills and investigative approaches.
- Undertake pastoral responsibilities as a Form Tutor.
- Share in supervisory duties undertaken by all members of staff.
- Contribute to the extra-curricular life of the school.
- Undertake such duties as may reasonably be assigned by the Principal from time to time.

**Personnel Specification**

**Essential Criteria**

Applicants must meet the following by 1 September 2026:

1. Recognised teacher status to teach in an 11–19 school (completion of a PGCE in 2026 will be accepted).
2. An Honours degree in Biology or a related subject (minimum 2:2).
3. Ability to deliver high-quality teaching of Biology to A Level.
4. Ability to teach Biology at Key Stage 3.
5. Competence in the use of ICT and its application to the teaching of Biology.
6. Evidence of effective teamwork, communication, and interpersonal skills.

**Desirable Criteria**

1. An Honours Degree at 2:1 or above.
2. Recent experience of teaching Biology at A Level.
3. Recent experience of teaching Biology at GCSE.
4. Recent experience of teaching Biology at Key Stage 3.
5. Willingness and ability to contribute to the wider extra-curricular life of the school.

Both the application form and interview will assess the criteria outlined above.

Applicants will be required to deliver a 20-minute lesson as part of the interview process. Further details will be provided to shortlisted candidates.

Posts involving work in educational institutions are subject to the provisions of the **Protection of Children and Vulnerable Adults (Northern Ireland) Order 2003.**

Successful applicants must be registered with the General Teaching Council for Northern Ireland (GTCNI) before taking up post.

The Board of Governors of Rainey Endowed School reserves the right to:

- enhance any or all of the essential or desirable criteria;
- apply any or all of the desirable criteria at shortlisting stage;
- or not make an appointment.

The Board of Governors will also pay careful attention to the quality of written communication in applications.

**Closing Date:**
Applications must be received no later than 10.00 am on Monday 11th May 2026.

**How to Apply**
To apply for this position, please submit a completed application form, available on the school website using the link below: https://raineyendowed.com/job-vacancies/

| | Criteria | Essential | Desirable | Assessment Method<br>Application **A**<br>Interview **I**<br>Pres. **P** | | |
|---|---|---|---|---|---|---|
| | | | | **A** | **I** | **P** |
| **Knowledge & Skills** | Excellent classroom practitioner | ✓ | | ✓ | ✓ | |
| | Highly competent user of ICT | ✓ | | ✓ | | ✓ |
| | Excellent subject knowledge | ✓ | | ✓ | | |
| | Outstanding classroom management skills and rapport with pupils | ✓ | | ✓ | ✓ | |
| | Excellent communication and inter-personal skills | ✓ | | | ✓ | |
| | Ability to act as a role model for students and staff, being professional and respectful in your dealings in the school community. | ✓ | | | ✓ | |
| | Ability to seek areas for improvement and to successfully implement change. | ✓ | | ✓ | ✓ | ✓ |
| | Ability to monitor, review and evaluate the work of the school against current ETI Criteria | ✓ | | ✓ | ✓ | ✓ |
| | Ability to interpret data and communicate the significance of data to staff, students and parents. | ✓ | | ✓ | ✓ | ✓ |
| | Ability to work well under pressure and meet deadlines. | ✓ | | ✓ | ✓ | ✓ |
| | Have a strong understanding of CP and safeguarding matters. | ✓ | | ✓ | ✓ | |
| | A commitment to safeguarding and promoting the welfare of young people. | ✓ | | ✓ | ✓ | |
| | Recent relevant in-service training in leadership and management | | ✓ | ✓ | ✓ | |
| **Qualifications** | A good standard of general education including GCSEs in English and Maths. | ✓ | | ✓ | | |
| | First or Second-Class Honours Degree in Biology | | ✓ | ✓ | | |
| | Qualified Teacher Status | ✓ | | ✓ | | |
| | Post Graduate qualification related to Teaching and/or Leadership and Management e.g. MA Education. | | ✓ | ✓ | | |
| **Experience** | Have high personal and professional standards and well-developed pastoral skills and instincts. | ✓ | | | ✓ | |
| | Evidence of raising levels of achievement, in value added terms, as demonstrated by results at Key Stage 4 and 5. | ✓ | | ✓ | ✓ | |
| | Successful experience of coaching and supporting others | ✓ | | ✓ | ✓ | |
| | Evidence of high achievement in teaching and learning across key stages | ✓ | | ✓ | ✓ | |
| | Evidence of continually improving the teaching and learning of their subject | ✓ | | ✓ | | |
| | Evidence of monitoring and tracking of student progress within their subject | ✓ | | ✓ | ✓ | ✓ |
| | Use of assessment and attainment information to improve practice and raise standards | ✓ | | ✓ | ✓ | ✓ |
| | Evidence of successfully leading a team and/or a development within a team | | ✓ | ✓ | ✓ | |

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| **Experience continued** | Experience of primary liaison work | | ✓ | ✓ | ✓ | |
| | Ability to plan and resource effective interventions to meet curricular objectives | | ✓ | ✓ | ✓ | ✓ |
| **Attitude** & **Personal Qualities** | Flexible, motivated, able to work unsupervised and an ability to deal with unpredictable situations | ✓ | | | ✓ | |
| | Strong, ongoing commitment to developing own knowledge, skills and understanding as an educator including effective use of professional development. | ✓ | | ✓ | ✓ | |
| | Reflective practitioner who actively seeks opportunities to continually develop own practice | ✓ | | ✓ | ✓ | |
| | Self-motivated with exceptional organisational and planning skills. | ✓ | | ✓ | ✓ | |
| | Tact, discretion and listens whilst maintaining confidentiality | ✓ | | | ✓ | |
| | Willingness to take part in the wider life of the school | ✓ | | ✓ | ✓ | |
| | Commitment to safeguarding and promoting the welfare of children and young people | ✓ | | ✓ | ✓ | |
| | Motivation to work with children and young people | ✓ | | ✓ | ✓ | |
| | Ability to form and maintain appropriate relationships and personal boundaries with children and young people | ✓ | | | ✓ | |
| | Emotional resilience in working with challenging behaviours and attitudes to use of authority and maintaining discipline | ✓ | | | ✓ | |
| | Honesty and Integrity | ✓ | | | ✓ | |
| | Ability to demonstrate an awareness of equality and diversity and to promote these through working practices. | ✓ | | ✓ | ✓ | |
| | Ability to work flexibility and outside of normal school hours. | ✓ | | | ✓ | |