Hills Road Sixth Form College

Appointment of: Part-time Teacher of Chemistry

Location: Cambridge

Welcome from the Principal and CEO Designate

Thank you for your interest in Hills Road Sixth Form College and in this post. I hope that the information in this booklet will help you to decide whether this role and our college might be the right next step for you. I sincerely hope it is!

As I prepare to take up the role of Principal in September, this marks an important moment in the College's continuing journey. Hills Road enjoys a strong national reputation and has led Sixth Form College performance tables for many years. But we are not complacent. In an ever-changing world, excellence is a moving target and we are ambitious - for our students, for our staff and for the future of post-16 education. We respond thoughtfully, continually reflecting and evolving to ensure that what we offer remains exceptional.

Working in a Sixth Form College brings distinctive rewards, not least the privilege of engaging with bright young minds who challenge, question and inspire. It is an intellectually rigorous environment grounded in collaboration and shared purpose. Everyone here has a role to play in helping every young person who comes through our doors to realise their potential – sometimes in ways they may never previously have been able to imagine.

I am fortunate enough to know first-hand the transformative impact that Hills Road has on our students and, as a former student, I am deeply committed to ensuring that it continues to flourish as a centre of academic excellence where kindness and integrity remain at the heart of everything we do.

We recognise that staff wellbeing is fundamental to student success and we pride ourselves on being consultative. In response to colleague feedback, we have introduced a two-week October half term and redesigned professional development. Staff consistently speak of the strength of our community. Our core values – Diversity, Kindness, Integrity, Respect, Community and Excellence – are not slogans, but lived commitments that shape how we work, how we lead and how we support one another. Hills Road is ambitious, yet humane; high-performing, yet deeply caring.

I hope I have been able to give you a flavour of Hills Road. If you would welcome an informal conversation about the role or about the College more broadly, we would be delighted to hear from you.

Finally, thank you for considering our college and for the commitment that an application entails. Whatever the outcome, I wish you every success in your future career.

With very best wishes,
Ali Kirkman
(Vice Principal – Staff and Student Learning)

Teacher of Chemistry

Part time (0.8 FTE)

Maternity Cover contract: February 2027 – January 2028

From £33,465 to £51,714 (FTE), depending on qualifications and experience

Hills Road Sixth Form College is looking for an innovative and inspirational Chemistry teacher who is keen to develop their pedagogy and subject expertise, and eager to make a meaningful contribution to a highly successful and experienced teaching team. Come and help us shape the future!

Recently rated 'outstanding' again, Hills Road Sixth Form College continues to enjoy a strong national reputation for excellence in education. In part, this is because we continually review and refine our practice to enhance the experiences of our students and staff. We also appreciate that academic success requires a happy, healthy and caring community, so our coaching culture ensures that the wellbeing of our students and staff is at the heart of all we do.

Whether you are an experienced teacher or an Early Career Teacher, there is a career for you at Hills Road. If you are excited by the opportunity to work in a team committed to the very best standards of education at a Sixth Form College where you can inspire highly motivated students to engage with your subject passions at an advanced level, we would love to hear from you.

We offer a wide range of competitive benefits including a generous pension scheme, free use of the college sporting facilities, free on-site parking, cycle to work scheme, as well as discounts on all our Adult Education courses.

Closing date: Monday 2nd November 2026 at 9.00am

Interviews: Monday 9th November 2026

Details and an application form for the above post may be obtained from our website www.hillsroad.ac.uk

The college is committed to safeguarding and promoting the welfare of its students and staff and expects all members of the college community, volunteers and visitors to share this commitment. The college actively promotes equality and diversity and welcomes applications from all sections of the community.

Information for applicants

The Post

We are looking for a well-qualified, passionate and innovative teacher to join our highly successful and experienced Chemistry department. We are particularly looking for teachers who are committed to inspiring young people with a love for and a confidence in their subject, who are open to adopting a range of creative pedagogical approaches.

The opportunity is for a part-time teacher of Chemistry (maternity cover). Full time teachers deliver a maximum of 20 x 65min teaching periods in the college week so it is envisaged this role would involve teaching 16 periods a week Monday - Thursday.

Dependent on teaching experience to date, the posts will be paid from £33, 465 to £51,714 FTE.

The job description and the person specification relevant to the post are enclosed.

The Department

The Chemistry department is one of the largest in the College, consisting of a team of 5 full-time teachers, 4 part-time teachers and 3 technicians. We share resources and ideas, working very much in a spirit of cooperation and collegiality. We also share a passion for our subject and for the development of young people.

All teaching and learning resources are shared and available on the student and staff SharePoint sites. To facilitate communication and decision-making, the department holds regular departmental meetings, chaired by the Head of Chemistry.

Students

There are currently approximately 885 students in the department. They are generally extremely well-motivated and able, with the vast majority progressing to higher education courses, many involving the study of Chemistry. The teaching is rewarded by the rapid development and achievements of our students, who readily acknowledge the high level of support they receive from their teachers.

Courses Offered

For A level, we currently teach to the OCR specification (H432).

	Exam Board	Number of sets in Year 12	Number of sets in Year 13
Chemistry (H432)	OCR A	20	18

Examination Results

In 2026, students achieved outstanding results as shown in the table below:

	A-B grades	A-C grades	A-E grades
Chemistry	77%	91%	100%

Accommodation and Resources

The department is housed in a purpose-built science building. There are five fully equipped Chemistry laboratories and one additional teaching room. There are also shared facilities, including an open-access resources area and a lecture theatre. All staff are issued with a college laptop.

The teaching of both year groups of the course is supported by an extensive and varied range of written materials (many produced in-house), experiments, assessments and questions. Students are also supported by a comprehensive SharePoint site and Moodle assessment materials.

Hills Road Sixth College operates a Bring Your Own Device approach with all students bringing their own laptops and devices to work on in the classroom. As such, most of our departmental and college resources are digital and, as a college, we strive to equip our young people with the digital literacy they need for the next step in their life.

Extra-curricular Activities and Enrichment Opportunities

Students are strongly encouraged and supported to take part in national Chemistry competitions such the Chemistry Olympiad and the Cambridge Chemistry Challenge Lower Sixth in which they have achieved consistently impressive success to date. The

department also seeks to involve outside speakers and organisations in helping to emphasise the importance and excitement of Chemistry. The student-led ChemSoc is one of the most vibrant and active student societies in the College and takes a leading role in extension and extracurricular provision.

I hope that we have been able to provide a flavour of the department through the details in this booklet. Please do not hesitate to contact me if you have any queries that I can help with regarding any details of the post or person specification. My email contact details are below.

I should like to thank you in advance for your interest in this post. We have a very well-established and committed team, and we hope very much that you will be interested in joining us.

Head of Chemistry

Alexis Ivett

Aivett@hrsfc.ac.uk

Job Description

Teacher at Hills Road Sixth Form College

Purpose: To teach students within the college and to carry out such other associated duties as are reasonably assigned by the Principal or Head of Department, and to make a positive contribution to the wider life and ethos of the college

Reports to: The Head of Department

Main Accountabilities:

Set high expectations which inspire, motivate and challenge students

- establish a safe and stimulating environment for students, rooted in mutual respect
- set goals that stretch and challenge students of all backgrounds, abilities and dispositions
- demonstrate the positive attitudes, values and behaviour which are expected of students

Promote good progress and outcomes by students

- be accountable for students' attainment, progress and outcomes
- be aware of students' capabilities and their prior knowledge, and plan teaching to build on these
- guide students to reflect on the progress they have made and their emerging needs
- demonstrate knowledge and understanding of how students learn and how this impacts on teaching
- encourage students to take a responsible and conscientious attitude to their own work and study

Demonstrate good subject and curriculum knowledge

- have a secure knowledge of the relevant subject(s) and curriculum areas, foster and maintain students' interest in the subject, and address misunderstandings
- demonstrate a critical understanding of developments in the subject and curriculum areas, and promote the value of scholarship
- demonstrate an understanding of and take responsibility for promoting high standards of literacy, articulacy and the correct use of standard English

Plan and teach well-structured lessons

- impart knowledge and develop understanding through effective use of lesson time
- promote a love of learning and encourage young people's intellectual curiosity
- set homework and plan other out-of-class activities to consolidate and extend the knowledge and understanding students have acquired

- reflect systematically on the effectiveness of lessons and approaches to teaching
- contribute to the design and provision of an engaging curriculum and scheme of work within the relevant subject area(s)

Adapt teaching to respond to the strengths and needs of all students

- know when and how to differentiate appropriately, using approaches which enable students to be taught effectively
- have a secure understanding of how a range of factors can inhibit students' ability to learn, and how best to overcome these
- demonstrate an awareness of the physical, social and intellectual development of young people, and know how to adapt teaching to support students' education at different stages of development
- have a clear understanding of the needs of all students, including those with special educational needs; those of high ability; those with English as an additional language; those with disabilities; and be able to use and evaluate distinctive teaching approaches to engage and support them

Make accurate and productive use of assessment

- know and understand how to assess the relevant subject and curriculum areas, including statutory assessment requirements
- make use of formative and summative assessment to secure students' progress
- use relevant data to monitor progress, set targets, and plan subsequent lessons
- give students regular feedback, both orally and through accurate marking, and encourage students to respond to the feedback

Manage behaviour effectively to ensure a good and safe learning environment

- have clear expectations and routines for behaviour in classrooms and take responsibility for promoting good and courteous behaviour both in classrooms and around the college in accordance with appropriate college policies
- manage classes effectively, using approaches which are appropriate to students' needs in order to involve and motivate them
- maintain good relationships with students, exercise appropriate authority, and act decisively when necessary

Accountabilities that relate to all staff at the college

- demonstrate behaviour and values consistent with the person specification for this role
- promote equality of opportunity in accordance with the college's Equality and Diversity Statement
- To comply with all college policies and procedures. This includes those where each member of staff has an individual duty to act and for which the college can be held vicariously responsible for the actions of its employees:
    - equality and diversity
    - safeguarding the welfare of young people
    - health and safety

Person Specification for Teacher of Chemistry

	Essential	Desirable
Qualifications and training	• Good honours degree in Chemistry or a related area • Relevant teaching qualification e.g., PGCE or willingness to complete a PGCE • Good level of competence with IT • Evidence of continued relevant professional development	• An understanding of current development in post-16 education
Experience	• Experience of teaching Chemistry at A level (which, for a current trainee, might include school/college placement experience)	• Experience of developing materials and schemes of work at A Level • A willingness to contribute to the college's wider curriculum. This may include the Extended Project or the college's Enrichment Programme

In addition, the successful candidate will demonstrate, or have potential to develop, strengths in the following areas.

Classroom teaching	• Deliver lively, energetic and well-planned classroom teaching • Employ strong subject knowledge in facilitating students' learning and progress • Develop and use effective and varied resources in support of students' learning, including digital resources • Focus clearly on maximising student potential and encourage high levels of attainment by all students • Demonstrate strong and positive commitment to individual students • Apply creativity to contribute to the on-going development of schemes of work
Professional Responsibilities	• Make a positive contribution to the wider life and ethos of the college • Develop effective professional relationships with colleagues, knowing how and when to draw on advice and specialist support • Deploy support staff effectively where relevant • Take responsibility for improving teaching through appropriate professional development, responding to advice and feedback from colleagues • Communicate effectively with parents/carers with regard to students' achievements and well-being • Commitment to equality of opportunity • Commitment to collaborative teamwork • Good organisational skills and commitment to meeting deadlines • Flexibility and ability to undertake new activities • A willingness to support the enrichment and extension activities undertaken by the department • Confident and effective use of Information Learning Technology • Willingness to undertake appropriate staff development • Readiness and enthusiasm for taking initiative • Excellent written and spoken communication skills
Professional Standards	• Commitment to equality of opportunity • Commitment to collaborative teamwork • Good organisational skills and commitment to meeting deadlines • Flexibility and ability to undertake new activities • Willingness to undertake appropriate staff development • Commitment to safeguarding the welfare of young people
Focus on quality	• Commitment to continuous improvement • Commitment to safeguarding the welfare of young people

Personal and Professional Conduct	• Treat students with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position • Have regard for the need to safeguard students' well-being, in accordance with statutory provisions • Show tolerance of and respect for the rights of others • Support fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs • Ensure that personal beliefs are not expressed in ways which exploit students' vulnerability or might lead them to break the law

How to Apply

Applicants are asked to do the following:

- complete the online Hills Road Sixth Form College application form (Part 1)
- complete the online equality and diversity monitoring form (Part 2)
- write a supporting statement of application (no more than 1,000 words)
- supply a brief CV

The online application forms (Part 1 and Part 2) are available at the links above, and on the College's webpage for this vacancy. When completing Part 1, you will have the opportunity to upload your CV and provide a Supporting Statement of Application. Once you have submitted Part 1, you should then proceed to Part 2 (Equality and Diversity Monitoring form). All documents should be submitted **by 9am on Monday 2nd of November 2026.**

Please note that applications received after the closing date may not be eligible for consideration. If Human Resources have not contacted you by the end of Friday 6th November, unfortunately your application has not been successful.

Interviews will be held on the 9th of November.

Hills Road Sixth Form College will base its decision as to whether to invite you for interview solely on the details provided on your application and how well they match the criteria for this post.

In accordance with Home Office guidance, successful candidates will be required to evidence their right to work in the UK before commencement of employment. The successful candidate therefore must be able to demonstrate their right to work during the recruitment process.

Hills Road Sixth Form College is committed to ensuring equal opportunities in all aspects of employment and selects staff on merit, irrespective of race, religion, sex, disability or age. You are not obliged to complete the equal opportunities monitoring form, but any information given will help us to monitor the effectiveness of our equality and diversity policy.

If you have a disability, you are invited to request any special arrangements you may require for interview, or any adjustments you may anticipate would be needed in your working arrangements, by contacting the Human Resources Team on 01223 278063 (direct line). Further information about accessibility to the site can be found on our website under 'Equality and Diversity/Site Plan' and also from 'AccessAble: www.accessable.co.uk.

Thank you for your interest in this post and in the college. We do hope that you will decide to apply, and we should like to thank you in advance for taking the time and trouble to do so. For more information about working life at the college, please go to our website http://www.hillsroad.ac.uk

Human Resources

Shaping the future through opportunity, quality and achievement
Supported by a caring and learning community.