

Head of Chemistry

September 2026



Welcome

Thank you for your interest in Haileybury. This is an exciting opportunity to join a highly successful school which is moving forward with confidence and a real sense of purpose. Haileybury was last year chosen as the 'Boarding School of the Year' by TES and, in 2023, was announced as the UK's best fully co- educational IB school.

Haileybury is a dynamic, outward-looking and future oriented school. We want our pupils to leave school with the values, skills and credentials they will need to thrive. We want our provision to be 21st Century relevant. We have recently completed a world class STEM facility, which allows our pupils to take part in research projects no other UK school can offer, and only a handful of other schools around the world can provide. Our attention is now turning to our next set of ambitious ventures.

We are ambitious and we pursue excellence, but Haileybury's success is built on the strength of each person's commitment to doing the very best they can for our school. If you feel excited by the prospect of being a member of a dynamic and successful team, then we would welcome your application.

Eugene du Toit
The Master



The School

Haileybury is a co-educational boarding and day school for pupils aged 11-18. There are currently over 900 pupils at the School. Demand for places and pupil numbers has increased dramatically in recent years.

The Haileybury of today enjoys an excellent worldwide and national reputation. This reputation is primarily based on the very high standard of education that is provided at the School. This was reflected in the report written by the ISI Inspection team who visited the School in October 2022. The report gives a clear picture of a progressive, ambitious school which offers its pupils the very best all-round education. A copy of the report can be viewed [here](#).

Haileybury is a dynamic, outward-looking and future-oriented school. It aims to provide high academic achievement, outstanding pastoral care and a rich and varied co-curricular programme; we want our pupils to leave school as confident, rounded and ambitious individuals. As a large, diverse community, the fundamental values of service, empathy and respect are essential. Pupil voice is important and there are many opportunities for pupils to express their opinions, including an active Pupil Senate. The team of teaching and operations staff are dedicated and highly professional.

Haileybury comprises a dedicated Lower School (Years 7 and 8), a Middle School for Years 9-11 and a Sixth Form of around 360 pupils. All senior pupils are boarders or day pupils in one of the 12 senior Houses. There is also a junior boarding House and a junior day House. The Houses are set within the extensive campus grounds, and most of the teachers are also accommodated within 5 minutes walk of the School. The sense of community at the School is especially strong.

Haileybury has a vibrant academic culture. Its curriculum model is distinct and in the Sixth Form pupils have the choice of following the International Baccalaureate Diploma Programme (IBDP) or A levels. The most popular UK university destinations include Oxbridge and the Russell Group; Haileybury's pupils also achieve places at top North American and European universities.

Haileybury has a strong international dimension with two partner schools operating in Kazakhstan, and one each in Bangladesh and Malta. Haileybury is the sponsor of Haileybury Turnford, a nearby academy, and enjoys a well-established partnership with the school.



Role & Person Specification

Haileybury wishes to appoint a well-qualified and suitably experienced **Head of Chemistry** to lead our successful department.

Applicants will be expected to demonstrate an impressive subject knowledge, a passion for chemistry and a track record of outstanding success in teaching and learning.

We are seeking a dedicated and enthusiastic teacher to inspire and challenge pupils across all year groups, from Lower School 1 (Year 7) to the Upper Sixth.

At Haileybury, it is our ambition to provide our pupils with the very best facilities for all aspects of their education. Science and technology lessons take place in our new SciTech building. The purpose of this innovative building is to improve the already strong science provision at the School by offering the latest technology to further challenge pupils and enhance their skills. It provides the space and opportunity for Haileybury to not only teach science to its pupils but also allow them to become scientists.

The successful applicant can be expected to teach classes from Year 7 to the Upper Sixth (Year 13). In Years 7 and 8, pupils follow a new science specification written specifically for Haileybury pupils. In Year 7 the emphasis is on introducing pupils to key knowledge and skills in biology, chemistry and physics. These key skills are then interlinked and applied in Year 8 through experimentation, open ended investigation and study. From Year 9 onwards pupils follow the Edexcel iGCSE syllabi with the majority being entered for separate sciences in biology, chemistry and physics. A level pupils follow the OCR A specification. Haileybury also offers the International Baccalaureate (IB) Diploma.

At Haileybury we promote independent thinking and learning, and there are many opportunities for pupils to develop a real interest in science beyond the specification requirements. Pupils are offered a large range of activities and experiences beyond the classroom. We also offer pupils the opportunity to learn about medicinal chemistry, as part of our Removes (Year 9) pathway programme. This programme allows pupils to engage with advanced chemical concepts not normally taught until much further on in their education. Pupils taking the pathway are introduced to the chemical basis of disease and the principles of drug design alongside the fundamental ideas that underpin them, such as chirality.

The successful applicant will be educated to a degree level within a relevant subject and will feel confident that they have the knowledge and ability to teach the subject at A level; previous experience of teaching the IB Diploma programme is desirable but not essential. They will have an interest in fostering lifelong learning in our pupils and the ability to stretch pupils beyond the curriculum.



Key Responsibilities

- Lead a vibrant, committed and professional team of teachers to enhance the quality of teaching and learning in the Department.
- Share resources and good practice, undertake lesson observations and work scrutiny; encourage collaborative teaching, provide mentoring and actively encourage professional development.
- Lead the co-curricular life of the Department, through events such as lectures, workshops, societies and trips.
- Review, identify areas of improvement and develop future plans to continually enhance the academic performance of the Department.
- Plan and monitor budgets to meet the requirements of the Department.
- Plan and deliver high-quality, engaging lessons that lead to strong academic outcomes.
- Assess, mark and track pupil progress; provide timely, constructive feedback.
- Adapt teaching to meet the needs of all learners, including those requiring additional support.
- Create a positive and purposeful learning environment that encourages curiosity and independence.
- Maintain accurate records of pupil attainment and contribute to reporting and parents' evenings.
- Support the development of schemes of work, resources and teaching strategies within the department.
- Prepare pupils for internal and public examinations.
- Engage in professional development and whole-school training opportunities.

- Serve as a tutor within a House team, providing academic and pastoral guidance.
- Take part in the boarding life of the School, including regular evening and occasional weekend duties.

Promote high standards of behaviour, safeguarding and pupil welfare at all times. All Haileybury teachers contribute to the wider life of the School. This includes involvement in co-curricular activities, pastoral care, and boarding life. Staff are also expected to uphold the highest standards of pupil welfare, behaviour and safeguarding.



Benefits

The salary for this position will be commensurate with the previous experience and qualifications of the applicant and will reflect the importance of the role.

Situated in a beautiful 500-acre estate, accommodation may be provided, either on or near the school site, and requirements can be discussed at interview.

Other benefits include pension, private healthcare, and substantial fee remission. Staff have the opportunity to utilise the School's wonderful facilities including fitness suite, swimming pool, and participate in the Cycle to Work scheme. Staff are also provided with lunch, and other meals as needed, within our magnificent dining hall.

Professional development and learning sit at the heart of the School, and the successful post-holder will be joining a vibrant intellectual community.

Our staff body is collegiate and supportive. The Common Room is welcoming and staff wellbeing is prioritised. The School has a full-time Health and Wellbeing Centre and Chaplain.



Application Process

To apply for this position, please complete the application form in full, with reference to the candidate brief, and return it to teacherrecruitment@haileybury.com by **midday on Monday 3 November 2025**.

For further information, please visit our website [here](#).

Please be aware that we cannot consider an application unless the application form has been filled in completely, including details of your full employment history.

The School reserves the right to make an appointment before the closing date; candidates are therefore encouraged to apply as soon as possible.

The School has a diverse pupil body and is committed to its strategy of equal opportunity, diversity and inclusion. We encourage applications from candidates with a wide range of backgrounds to enrich our collective knowledge and experience. Appointments will be made on merit.

Please see full details of our [Privacy Notice for Staff](#) and [Recruitment Policy](#).

Haileybury is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Applicants for the above post must be willing to undergo child protection vetting, including reference checks with previous employers, prohibition checks and a criminal record check via the Disclosure and Barring Service.





Haileybury

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