



Head of Economics

from September 2026 (preferred) / January 2027

Job description and person specification

Welcome from the Principal

Thank you very much for your interest in coming to work with us at Concord: it is a real pleasure to be able to tell you more about this very special place. Concord students love to learn and are ambitious for their futures. Here they are able to pursue their dreams in a safe, calm and supportive place where ideas can be shared and where inquisitiveness and independence of thought are celebrated. Our students' hard work is rewarded with outstanding examination results, and Concordians go on from here equipped to thrive at the best universities in the UK and around the world.



Concordians live and learn in a diverse, vibrant and truly international community supported by outstanding academic and pastoral staff. They have daily opportunities through our extensive co-curricular, sporting, arts, social and cultural programmes to develop hugely important skills in communication, teamwork and social responsibility. The result of this is that Concordians are overwhelmingly confident, empathetic, respectful and tolerant. Most importantly of all, it means they are happy: you will find many smiling faces here.

Our highly talented body of staff work extremely hard to help students get the very best outcomes. They thrive here too and enjoy the challenge of working in such a vibrant and purposeful environment. It's truly exciting: I do hope that you want to find out more.

Michael Truss
Principal

About Concord College

Concord is a highly academic independent international school in England for day and boarding students. We welcome students from all over the world and the local area into our vibrant and varied community, which shares a culture of excellence and joyful learning infused throughout with our core values of kindness, rigour and creativity. Girls and boys between the ages of 13 and 19 enjoy fabulous facilities on our safe and beautiful 73-acre campus set in the heart of the English countryside. Our students achieve the highest standards and have a superb track record in gaining entry to top universities in the UK and around the world. We take care to nurture the individuality of our students to develop their self-confidence, encouraging all here to understand the needs of others and to respect the values of our community.

Concord was founded in 1949/50 by Paul Oertel and Monica Carr-Taylor in Sussex. It was, at its heart, a response to the hatred and bitterness of war by using education and personal warmth to break down barriers and misunderstandings between peoples. The college grew quickly, moving first to larger premises at Tunbridge Wells and then, in 1973, to its present site in Acton Burnell. In 1969, upon the retirement of the founder Principals, the college was bought by Frank Bell who had founded the Bell School of Languages a number of years earlier. In 1977, Concord accepted girls for the first time: at first, girls were taught at a separate site nearby at Attingham Park, though by the early 1980s all children were taught together at Acton Burnell. The College became a charitable trust in 1983 and has expanded rapidly since. Now with about 550 students (and an almost perfect 50:50 girl:boy ratio), Concord boasts enviable facilities - a state-of-the-art Science building was opened in 2018 and 2026 sees the opening of a new Sports Hall and Boarding House - and utterly outstanding outcomes for its students.

Economics at Concord

We wish to appoint a well-qualified, enthusiastic and motivated Head of Economics to lead a team of subject specialists from September 2026 or January 2027. The successful candidate will have a high-quality degree in Economics and must be capable of teaching Economics expertly and confidently to both GCSE and A level students. A willingness to contribute to the broader life of the College is expected.

We are looking for a candidate with the expertise, confidence and vision to lead and develop students and teachers alike. The successful candidate will be forward-thinking, creative and excited to embrace the very latest ideas in economics education.

The post-holder will demonstrate flexibility of thought and approach, empathy for students and will set and maintain the very highest expectations for students and staff alike.

Staff

The Department is highly successful and well-resourced with a team of 6 experienced Economics teachers.

Members of the department work as a team when preparing materials and everyone shares in the writing of weekly tests which are then used as common assessments. Each individual teacher is assisted to maximise the quality of their teaching. Regular departmental meetings, INSET, lesson observation and professional review all form part of this process.

Facilities

All of the Economics classrooms are equipped with data projectors and interactive whiteboards. There is a classroom intranet and internet access, and good audio-visual resources. The department has a culture of sharing resources via OneNote and SharePoint.

Courses

IGCSE Economics

This is a very popular and successful option course for Forms 4 and 5 (years 10 and 11) chosen by approximately 60 students each year. A two-year course, taught in 4 x 35 minute lessons per week, with exams taken at the end of Form 5. We follow the Cambridge IGCSE specification.

The department runs a wide variety of extra-curricular activities (including external competitions, educational visits, visiting speakers) and a willingness to contribute to this programme is expected.

A-level Economics

This is a popular subject with approximately 55-60 students across 8 classes in both 6.1 and 6.2. Our aim is to provide a dynamic and interesting course with constant reference to current economic issues. Students are set high standards and stretched academically.

We follow the Cambridge International A level exam board specification. The course is taught over two years. In the first year microeconomics and macroeconomics are taught concurrently,

with 4 x 35 minute lessons per week on each unit. Each class would normally have a different economics teacher for each unit. AS Economics is taken at the end of the first year, and it is important to note that with this specification, results at AS level contribute towards the final grade at A level. In the second year students are taught microeconomics and macroeconomics in further depth and again 4 x 35 minute lessons per week with a different teacher for each unit.

Academic Results can be found on our website - www.concordcollegeuk.com

Academic staff are expected to teach to the highest possible professional standards and support and uphold the ethos, aims and objectives of the college. All teachers must familiarise themselves with, and adhere to, the many and various policies and systems by which the college is managed and students are cared for.

Teachers at the college are expected to be expert classroom practitioners who are able to enthuse their students and draw out of them the finest examination performances. Staff are in sympathy with the boarding ethos of the college, assisting with supervisory duties and also contributing to the broader cultural and/or sporting life of the college.

The Head of Economics reports to the Vice Principal (Academic), and ultimately the Principal.

Key responsibilities

The postholder will lead a team of specialist subject teachers and be responsible for the development of the subject at all levels throughout the college. They need to possess good organisational skills and be an enthusiastic, energetic and innovative teacher who can lead by example. They must be committed to a philosophy of flexible and varied styles of teaching centred on the needs of each individual student, in sympathy with the aims and objectives of the college. The typical teaching load for a Head of Department is in the region of 16-20 lessons per week.

Main duties and responsibilities include:

Academic management

- reviewing curriculum needs and, in consultation with other staff and the Vice-Principal (Academic), choose courses that are appropriate to the needs of our students;
- initiating, overseeing and regularly updating the development of agreed schemes of work for all courses;
- developing and managing any coursework and practical assessments in line with exam board specifications, including preparation of such and supervision of students during such assessments;
- leading regular subject meetings of Economics staff at which curriculum planning, student progress, and teaching and learning needs should be discussed and good practice can be shared;
- line managing subject teachers including conducting professional review interviews and regular lesson observations as agreed within the department;
- disseminating information regarding new resources and professional development courses to staff;
- contributing to the selection for appointment of new members of the department, including the induction and assessment of probationary teachers when appropriate;
- establishing and monitoring departmental targets and producing a self-assessment report each year;

- working with other subject leaders to develop departmental policies and to ensure that existing policies are implemented effectively;
- liaising with the Concord Senior Team, as appropriate, to ensure that departmental documentation is up-to-date and fit for purpose (for instance, subject descriptions for the IGCSE and A Level booklets);
- ensuring that students hoping to study Economics at university have an additional programme of study that will prepare them for university interviews and pre-tests;
- collaborating with the Assistant Principal (Student Futures) to ensure that students considering degree courses related to Economics are supported by relevant University Coordinators, preferably from within the department;
- ensuring that able students are entered for external subject-related competitions as appropriate to the subject;
- enriching the curriculum in the subject - including inviting speakers to the college or taking students to university lectures;
- recommending students for subject prizes to the Vice-Principal (Academic) at the requisite times of year;
- liaising with the Vice-Principal (Academic) over issues of mutual interest.

Teaching

- thorough planning, preparation and clear presentation of lessons;
- initiating, facilitating and moderating classroom discussions;
- evaluating and grading students' work, giving appropriate feedback and maintaining records of students' progress and development;
- researching new topic areas, maintaining up-to-date subject knowledge, and devising and writing new curriculum materials;
- selecting and using a range of different learning resources and equipment;
- preparing students for qualifications, including external examinations and as required;
- managing student behaviour in the classroom and on college premises;
- participating in regular departmental meetings, INSET, college training events, observation and professional review in order to maximise the quality of teaching;
- acting as personal tutor to a group of students as directed by the Head of House and Vice-Principal (Academic);
- use of the iSAMS database;
- writing regular, informative and individual report comments on students, contributing to both their Progress and Attainment reports;
- promoting the general well-being of students and communicating with heads of houses, house parents and/or personal tutor responsible;
- participating in and organising extracurricular activities as appropriate and as required by Senior Management;
- complying with policies and procedures, including those relating to Safeguarding and Child Protection, Health and Safety, Welfare, Smoking in the Workplace, Security, Confidentiality and Data Protection, and reporting any concerns.

This list is not intended to be exhaustive. The nature of teaching and of education is that change is likely, either externally prompted (for instance a government or exam board reform) or as a result of Concord-based initiatives. The Head of Economics should therefore expect to undertake any other reasonable duties for the further development of the subject within the college and of the college's academic ethos in general.

Key Skills and Experience

- a high quality degree with Economics as the sole or significant focus would be advantageous. However, we will also consider applicants who have had experience of teaching the subject to a sufficient degree;
- a formal teaching qualification is not an absolute requirement but will be an advantage.
- the capability of teaching Economics expertly and confidently to all age groups 13-18, being up-to-date in his/her subject;
- a demonstrated track record in the management and leadership of people and/or teams;
- a willingness to accommodate the needs of students from a variety of linguistic, cultural and social backgrounds is essential;
- confidence in IT and good IT skills, being able to pick up new procedures and routines quickly;
- effective and efficient administrative skills;
- the ability to contribute to the extra-curricular life of the College is essential;
- a background in boarding education may be an advantage;

Person Profile

A total commitment to and sympathy with Concord's ethos of excellence within an international, joyful and kind environment are fundamental. Further, the successful candidate will be able to demonstrate the following qualities:

- genuine warmth, approachability and a compassionate outlook;
- a passionate advocate of the subject;
- absolute confidence in supporting students at all points on Concord's academic spectrum;
- the ability to establish and maintain effective working relationships work with others as part of a team;
- fluent and accurate communication in spoken and written English;
- comfort with dynamic change.

It is essential that the successful candidate enjoys the atmosphere of a full boarding school and wishes to play a significant role in its community: flexibility and generosity of spirit are absolute pre-requisites for the role.

Hours of Work

Teachers are expected to work the hours necessary to fulfil their role to the highest possible professional standards, and be available for all scheduled lessons, duties, meetings and other associated activities. Academic staff are also expected to actively support college events as far as possible and contribute to the broader life of the college.

Remuneration and benefits

We offer a generous remuneration package which includes a salary significantly above Main Scale, complimentary lunch (when the kitchen is in operation), participation in the Aviva Pension Trust for Independent Schools (maximum 22% employer contribution with flexible option for a cash allowance and/or salary exchange), reduced school fees (subject to your child being awarded a place at Concord College. Currently a 50% reduction, but this could be subject to change), life insurance and private health insurance.

Holidays

Teaching staff will not normally be required to work during College holidays, except for pre-sessional staff meetings and training, and post-sessional report writing. Teachers are entitled to the statutory minimum holiday entitlement under the Working Time Regulations 1998 which is to be taken during College holidays. Public and bank holidays occurring during College terms may well be working days.

Safeguarding and child protection

Concord College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Child protection screening is undertaken, which includes checks with past employers and the Disclosure and Barring Service. The College's central role and responsibility is in caring for the welfare of its students. It recognises its statutory duties to pass on concerns and to work with other agencies in the field of safeguarding children.

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are required to adhere to and ensure compliance with the College's Safeguarding Policy.

Health and Safety

In accordance with the Health and Safety at Work Act etc. 1974 and associated legislation, all employees must comply with and assist the College in the implementation of its Health and Safety Policy. Employees must also adhere to any requirements arising from, or relating to, and relevant risk assessments. Specifically, employees must carry out all duties in a manner which does not endanger themselves or others.

Equality and Diversity

Concord College is an equal opportunities employer. Employees must comply with the College's Equal Opportunities Policy and equality, diversity and inclusion practices in force and must carry out their duties in a manner which does not discriminate against any person on the grounds of any protected characteristic.

Code of Conduct

Employees at Concord College are expected to work together cooperatively showing respect, courtesy and helpfulness to others at all times. Employees should work to actively support and promote the College's positive ethos and culture and must act in accordance with the College's Staff Code of Conduct.

Data Protection

All employees must comply with the College's Data Protection Policy and must carry out their duties in a manner which is consistent with this policy and data protection legislation generally.

Application Information

Please complete an application form which can be obtained from our HR Department at recruitment@concordcollege.org.uk or call +44 1694 731631.

Application forms are also available on our website: <https://concordcollegeuk.com/about-us/working-at-concord/>

Please note CVs will only be accepted if submitted with a fully completed and detailed application form.

The closing date for applications is **midday Friday 22 May 2026**. Applications will, however, be considered on receipt and we reserve the right to close this advertisement earlier than the date stated above should we appoint a suitable candidate.

We expect to schedule interviews during the week beginning **Monday 25 May 2026 or week beginning Monday 1 June 2026**. As part of the process you will be given a tour of the College and attend a panel interview. You will also be asked to provide documentation confirming your identity and qualifications and a search of your on-line social media presence may also be conducted as part of our due diligence checks.

There is no need to visit Concord College before applying as our website provides plenty of information, including key policies.

All applications will be acknowledged

Concord College is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. Child protection screening is undertaken which includes checks with past employers and the Disclosure and Barring Service.

This post is exempt from the Rehabilitation of Offenders Act 1974. Our policy in relation to the recruitment of ex-offenders can be found on our website.

Concord College, Acton Burnell, Shrewsbury SY5 7PF

www.concordcollegeuk.com

Registered charity number 326279

