

Head of Science

Job type Full time, fixed term

Start date August 2026

Apply by 11 December 2025

Salary We offer a highly competitive remuneration package which includes:

- Comprehensive private medical insurance
- Excellent Employee Provident Fund (EPF) savings contributions
- School places for staff children
- Contract renewal incentives (expatriate families only)
- Accommodation, including utility bills and maintenance (expatriate families only)
- Relocation and annual flight allowances (expatriate families only).

Job Summary

Science at KTJ is a thriving and high-performing faculty with an exceptional reputation for academic excellence. We offer both Cambridge IGCSE Coordinated Science and Separate Sciences, ensuring students are challenged, inspired and well-prepared for the next stage of their scientific journey. Computer Science is also part of the faculty. Uptake at A Level is consistently high for all 4 subjects and student outcomes are phenomenal, with many students progressing to competitive STEM courses at leading universities around the world.

Our Science Faculty is large, well-resourced and staffed by a talented and dedicated team of specialists across Biology, Chemistry and Physics. The department is collaborative, reflective and always striving for improvement, with a strong commitment to innovative practice and high-quality teaching and learning. KTJ invests heavily in CPD, providing staff with outstanding opportunities for professional growth, leadership development and subject-specific training.

The ideal candidate will be a strong specialist in A Level Chemistry or Physics, whilst also being confident and enthusiastic in teaching Science at KS3.

This is an exciting opportunity for an ambitious leader who is passionate about science education and eager to contribute to the continued success and evolution of an already excellent department.

Job Description

At KTJ, we believe that teachers work most effectively within a collaborative and supportive environment that empowers them to reach their full potential. With a commitment to professional development, we offer opportunities for growth in a warm and welcoming student-centred environment. Join us and become part of a community that values creativity, embraces new ideas and encourages out-of-the-box thinking.

Key Responsibilities

People

- To line manage teachers within the department, ensuring all teachers aspire to high standards in teaching and learning, reflect regularly on their practice, and follow policies and procedures set out by the School and by the department;
- To monitor the quality of teaching and learning, assessment and feedback within the department, seeking constant improvement and addressing issues;
- To ensure the views and needs of students and student feedback are central to planning of teaching and learning within the department;



- To line manage other members of staff within the department, including technicians and assistants, and to ensure they follow policies and procedures set out by the School;
- To ensure all members of staff within the department have the opportunity to contribute to its improvement and success;
- To chair regular department meetings in line with school expectations;
- To oversee the CPD and focused development of each member of the department;
- To assist in the recruitment of new staff, as required;
- To take a lead in the induction to the School of new staff within the department;
- To take responsibility for health and safety of all staff, students and visitors within the department and to report any issues promptly;
- To ensure all risky activities and equipment within the department and departmental trips and activities are properly risk assessed in line with school procedures;
- To ensure all students applying for university courses related to the department's subject areas are fully supported in their preparation and application;
- To ensure students have access to academic enrichment activities in areas related to the department;

Assessment and Reporting

- To ensure the department collects, analyses and uses internal and external data to help improve outcomes for all students;
- To coordinate the setting, marking and moderation of internal examinations and entrance tests, as required;
- To ensure all teachers in the department provide reports and references on students which are accurate, personalised and constructive;
- To ensure examination entries and predicted grades are submitted accurately and on time;
- To analyse external examination outcomes, and to present this analysis as required;

Curriculum

- To ensure the department has an appropriate written curriculum which caters for the needs of all students in the KTJ community and implements this effectively, in line with school policies;
- To review of departmental units of work and lesson plans annually;
- To liaise with parents, as required, about the curriculum and its implementation within the department;
- To update curriculum information for school publications, as requested;
- To promote the subject within the department, encouraging uptake at IGCSE and A Level;
- To provide opportunities for out-of-class, cross-curricular and extra-curricular learning in the department's subject areas;\

Resources

- To ensure that the department has the appropriate resources to deliver high quality teaching and learning;
- To ensure all department areas are well-presented and emphasise a 'love of learning';
- To ensure the visibility of the department's subjects around the School;
- To submit an annual budget bid which reflects the needs of the department;
- To manage the department's annual budget, ensuring that limits are adhered to;
- To manage the department resources to ensure they are kept secure and are well-maintained;

Planning, procedures and policies

- To produce and implement a department development plan annually;
- To engage with and contribute to the School's strategic plan;
- To set procedures and policies for the department and to ensure they are adhered to;
- To propose staffing arrangements for the department;

Professional knowledge

- To keep up-to-date with research, innovations and trends in the department's subject areas and in teaching and learning;
- To keep up-to-date with the requirements for university entrance in subjects related to the department;

Other

- To advise the Trustees, Principal and Senior Leadership Team on matters related to the department and its subjects, as requested;
- To perform other reasonable duties as requested by the Head of Secondary (Academic) or the Principal.

Personal characteristics and skills

- Strong team member, who actively builds and promotes trust and openness;
- Strong leadership skills, including the ability to manage staff effectively and sensitively and to challenge unsatisfactory conduct or performance;
- Good communication skills, both verbal and written;
- Excellent organisational and administrative skills;
- An enthusiastic, self-motivated and flexible approach;
- The ability to take the initiative;
- The ability to think and plan strategically;
- Creativity in problem solving and the ability to anticipate issues before they arise;
- Excellent customer focus and the ability to work positively with everyone in the school community;
- Up-to-date knowledge and understanding of practices, trends and issues in subject areas and in teaching and learning;
- Good degree of ICT literacy;
- Commitment to life-long learning;
- A genuine interest in young people and their wellbeing;
- Strong academic profile;
- Excellent classroom practitioner;

- Affinity with the School's boarding ethos and with the values of Kolej Tuanku Ja'afar.

Recruitment Handbooks

[KTJ Recruitment Handbooks for Malaysian Staff](#)

[KTJ Recruitment Handbooks for International Staff](#)

About the School

KTJ is a thriving, not-for-profit international, day and boarding school set in the beautiful Malaysian countryside, an hour's drive south of Kuala Lumpur. The School was established in 1991 and caters to more than 1,000 students aged 3 to 19. The Primary School, which opened in 2013, follows the English National Curriculum in English and mathematics, alongside the International Primary Curriculum; while the Secondary School prepares students for IGCSEs and A Levels. KTJ Sixth Form students gain entry into top universities in the UK, US, Malaysia and around the world.

KTJ is a friendly and supportive environment for students and staff alike. More information on the School and conditions for teachers can be found in the attached documents or on the [vacancies page](#) of our website. On our website, you will also find a copy of the job description for a KTJ teacher.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to security vetting.

Make an application

Please submit a cover letter and a completed application form (available [here](#)), including contact details of three referees, one of whom should be your current employer, to the HR Department, via: recruitment@ktj.edu.my.