



St Helena Government

TERMS OF REFERENCE

ADVISORY TEACHER – SCIENCE (BIOLOGY/CHEMISTRY/PHYSICS)

Date: December 2025

1. Background

1.1 The island of St Helena is an internally self-governing Overseas Territory of the United Kingdom located in the South Atlantic approximately 4,000 miles from the UK. The Government comprises a Governor (who is appointed by the Crown), a Chief Minister an Executive Council, which has the general control and direction of Government, and a Legislative Council. The Governor retains responsibility for internal security, external affairs, defence, the public service, the administration of justice and finance.

1.2 The island's population is around 4,100 and it has a typical small island economy with a high import dependency, a narrow economic base, a large public sector (total establishment of 902 at August 2024), and significant outward labour migration. St Helena receives UK Government financial assistance to support recurrent and capital expenditure as part of their obligation to ensure that the reasonable needs of the population are met.

1.3 The St Helena Government Strategy for St Helena captures the following National Goals:

Altogether Safer
Altogether Healthier
Altogether Better for Children and Young People
Altogether Greener
Altogether Wealthier
Effective Infrastructure
Effective, efficient and accountable Public Sector

The plan will improve joined up thinking, focus, and crucially reflect the views of the community. This can be found here: <https://www.sainthelena.gov.sh/wp-content/uploads/2022/05/SHG-Strategy-2022-2025-FINAL.pdf>

Our Vision:

St Helena – a great place to live, learn, work, visit and invest.

Our Mission:

Improve the lives of all within our community and help the island thrive.

Our Values:

FAIRNESS - We act as role models and have fair and consistent standards. We champion equality, inclusion and respect.

INTEGRITY - We communicate openly and we are honest, accountable and ethical.

TEAMWORK - We work together and we support each other.

1.4 Commercial flights to St Helena commenced on 14 October 2017. It is hoped that the tourism activity resulting from this will significantly enhance St Helena's economic prospects and have a positive impact on the island community, bringing a period of accelerated social and economic change. Achievement of Government's Goals and Strategic Objectives will require sound management and transformation of the Public Service to make it a professional, modern, and flexible organisation able to initiate and respond to change.

1.5 There are five Portfolios, each led by a Portfolio Director, reporting to the Head of the Public Service. The Portfolios are: Economic Development; Education, Skills and Employment; Health and Social Care; Environment Natural Resources and Planning; and Safety, Security and Home Affairs. There is also a Central Support Service led by the Deputy Chief Secretary which provides support to all areas of the Public Service, as well as the Executive and Legislative Councils. The Treasury is led by the Deputy Financial Secretary.

1.6 The Education, Skills and Employment Portfolio work to ensure St Helenians can experience the wellbeing and economic benefits that quality education, skills and employment provide. Activities will remain centered around delivering a high standard of education and training that meets the needs of all St Helena residents and supports economic development, with additional policy responsibility for sports and leisure. The strategic focus of Education, Skills and Employment is to provide opportunity for all to access education, training and skill development, employment, and sports and leisure to positively benefit the community and holistic development of St. Helena. The organisational chart is attached as a separate document.

1.7 The Island has entered an exciting phase in its development. To help us achieve the Ministerial Agenda we are seeking an experienced Science teacher who inspires and motivates their learners to achieve and has a track record of delivering results. A teacher who has successfully taught Science in at least one Secondary School to GCSE and A level and who will be able to support other teachers to enable them to teach Science to at least GCSE level.

1.8 This role is funded by UK Government as the skills required are not currently available on the Island. Officers employed through this 'Technical Co-operation (TC) Programme are expected to share their knowledge and skills beyond the workplace to ensure their time on St Helena has the broadest benefit. It is important that you have the right values and attitude and that you are motivated by wanting to make a difference and contribute to our small island community. You will need to be adaptable, be sensitive to the local context and challenges, and could take joy from the simple things in life. This is an excellent opportunity to support, contribute and give back to the island whilst also enjoying the unique lifestyle opportunities the island can offer you.

2 Key Objectives

2.1 The overall objective of the post during the contractual period is:

- To provide high quality teaching across the defined age range of 11 – 18 at St Helena Secondary School in the area of Science (Biology/Chemistry/Physics)
- To monitor and assess student performance
- To plan, prepare and deliver appropriate schemes of work
- To work within the department on improving the curriculum at St Helena Secondary School as directed by Head of Science

2.2 A key objective for all the roles funded through the TC Programme is Capacity Development. Capacity Development is defined by the Public Service as:

- Developing specific job-related technical skills and knowledge in an individual or across teams or groups.
- Enhancing knowledge, skills and abilities of individuals, teams and the Public Service as a whole.
- Supporting the improvement of overall Public Service performance.
- Enhancing knowledge, skills and abilities of individuals within the private sector and wider community.
- Supporting the development of the island (including voluntary work) which may be unrelated to your substantive role.

You may be directly involved in succession planning and if so, you would be required to:

- Participate in the performance management process and identify solution for filling skill/capacity gaps.

- Facilitate continuing professional development for direct reports and the wider team as necessary.
- Develop succession plans or contribute to succession planning for staff within the section.

You can contribute to the development of the workforce even if you don't have direct reports or a designate or successor for your role. You can also add value and support a range of projects through other activities including volunteering.

It is important that officers funded by the TC Programme collect and report on what they are doing to develop the workforce, in their section, in their Portfolio, across the Public Service and in some cases wider into the Private Sector. It is also important that the Public Service can report on the added value officers bring to the Island through supporting projects or volunteering.

Capturing the added value and capacity development that officers funded by the TC Programme undertake, as well as the collective impact these officers make to St Helena, is imperative as the Public Service relies on UK Government funding for these roles.

Throughout your employment you will be required to complete a Capacity Development Record to help the Public Service capture all of this information. Thinking about all you can do to support the development of people, services and St Helena should be an integral part of your time here.

3 Support to National Goals and Strategic Objectives

The post holder will indirectly support the achievement of all goals and objectives but will directly support the following:

NATIONAL GOAL	STRATEGIC OBJECTIVE	PORTFOLIO PRIORITY
Altogether Better for Children and Young People	SO. 6 Enhance educational attainment and learning outcomes for all SO.7. Empower young people to access opportunities SO.10.Ensure children and adults with Special Educational Needs and Disability (SEND) and Social, Emotional and Mental Health (SEMH) needs are catered for through a comprehensive inclusion policy.	1. Improve educational outcomes for all 2. Operate an inclusive system that meets the holistic needs of all children 3. Meet the academic, training and development needs of the people of St. Helena 4. Provide opportunities for all young people to fulfil their career aspirations.

4 Outputs, Timing and Reporting

1. The teacher shall provide the Head of Science the school termly reports on progress. These reports should cover the outputs, and key performance indicators agreed with the Head of Science. These should be agreed not more than three months after arrival on Island.
2. A Capacity Development Record should be kept by the postholder for the duration of their contract. This will be reviewed as part of the six-month probation review, annually as part of the appraisal process and at the end of contract review.
3. The post will be for two years in the first instance. Performance will be measured with respect to the Section and Portfolios overall performance in service delivery and increases in operational effectiveness and efficiency. The Capacity Development Record will be a key document for measuring performance. A probationary period of 6 months will apply.
4. The teacher will report directly to the Head of Science, St Helena Secondary School.

5 Organisational Structure

Attached as a separate document