JOB DESCRIPTION

POST TITLE:	Teacher of Design & Engineering
POST RESPONSIBLE TO:	Lead Teacher of Engineering
SALARY:	Equivalent to main pay/upper pay scale depending on experience
CLOSING DATE:	**Tuesday 8th May @ 9am**
INTERVIEW DATE:	**10th & 11th May 2018**
START DATE:	September 2018 (NQTs from 1st July 2018)

JOB PURPOSE

To perform all the professional duties of a teacher under the direction of the Lead Teacher for Engineering and Associate Principal.

To be an outstanding classroom practitioner who consistently delivers the highest standards of teaching and embraces our vision of an integrated curriculum that ensures our students achieve the highest outcomes in Engineering.

DUTIES AND RESPONSIBILITIES

Teaching and Learning

- Deliver an outstanding learning experience for students across the full ability range from Y10 to Y13 that engages and excites them;
- Liaise with other colleagues and employers to deliver projects in a collaborative way;
- Work with Learning Assistants and the SENCO to meet all learners' educational needs;
- Develop schemes of learning and lesson plans in conjunction with the Lead Teacher for Engineering;
- Follow Academy protocols with regard to lesson routines, behaviour management, literacy and numeracy;
- Set appropriate work for classes when absent.

Assessment, Recording and Reporting

- To evaluate performance of students within your lessons, providing feedback for parents, students, staff and SLT;
- To assess student work regularly, providing timely feedback and setting targets for improvement;
- To ensure that learners meet and exceed the targets they are set and are aware of what they need to do to improve;
- Follow the Assessment, Reporting and Recording policy including consultation evenings and reporting to parents;
- To assess in line with Awarding Body requirements and ensure that it is timely.

Standards and Quality Assurance

- Support the vision and values of WMG Academy Trust to maximise the achievement of all;
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role;
- Attend meetings, open days, staff training and other events as directed;
- Participate in the enrichment programme.

Pastoral Duties

- Active Pastoral tutor working with learners across all years;
- Adhere to pastoral system policies and procedures as identified by the Associate Principal;
- Deliver effective pastoral sessions and reviews;
- Conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them.

The WMG Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All our academic staff will be measured against the teachers' standards.

Any other duties commensurate with the level of this post and as directed by the Executive Principal or Associate Principal.

Person Specification for Teacher of Design, Technology and Engineering

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively:

REQUIREMENTS The post holder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS
QUALIFICATIONS	
Honours degree or equivalent in relevant subject	D
Post graduate or further relevant professional studies	D
Qualified teacher status	E
EXPERIENCE	
Proven record of success as a teacher in education or within an industrial environment	D
Experience of working with a range of partners both in and outside the world of education	D
Understanding of outstanding teaching, learning and assessment strategies	E
Understanding of behaviour for learning	E
Relevant worked based professional experience	D
KNOWLEDGE AND SKILLS	
Excellent subject knowledge	E
Knowledge and understanding of current curriculum developments	D
Ability to analyse and interpret student performance data and set targets	E
Ability to create an ethos which enables all students to achieve their potential	E
To be able to work effectively as a team	E
Excellent literacy, numeracy and ICT skills	E
An ability to inspire students in Y10 to Y13	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	E
Confidentiality and discretion	E
Ability to organise, plan and prioritise	E
Excellent communication skills	E
A commitment to safeguarding to learners within the academy	E
Enthusiasm, optimism and energy	E

All offers are subject to clearance of references and enhanced DBS checks

THE WMG ACADEMIES FOR YOUNG ENGINEERS

"*We have some of the best companies and supply chains in our local area, and they all desperately need new talent and skills to help them grow. That is why the WMG Academy for Young Engineers is so important"*

Professor Lord Bhattacharyya, Chairman, WMG

The WMG Academy for Young Engineers Trust

The WMG Academy for Young Engineers Multi Academy Trust was formed in March 2015. Following the successful opening of the Coventry Academy in September 2014, the WMG Academy Trust will open its second Academy in September 2016 in North Solihull.

Formed between a partnership of the University of Warwick (led by the Warwick Manufacturing Group – WMG) and with the support of national, regional and local businesses such as Jaguar Land Rover, National Grid, Arup and Balfour Beatty, the Trust is committed to providing a better way of learning for the Engineers of the future.

The Trust is made up of members from industry including the EEF and the Local Authorities Chamber of Commerce and the University of Warwick who have led the development of the WMG Academies and oversee their running from a strategic perspective.

Both Academies focus on engineering and digital and information communication technologies, catering for approximately 600 students each aged between 14 – 19 years of age.

As well as a core curriculum at Key Stage 4, which includes GCSEs in the core subjects maths, science, English and computer science, students can select from options which include a modern foreign language, a humanities subject and free option subjects. In addition, all Key Stage 4 students follow the Level 2 Cambridge Nationals course in Engineering worth up to 3 GCSEs equivalent.

Students at Key Stage 5 can follow a flexible pathway bespoke to their needs. Students can choose to take just STEM A-Levels or combine 3 traditional A-Levels with the Level 3 OCR Technical in Engineering worth the equivalent of 1 A-Level. Alternatively, students at post 16 can study a larger Engineering qualification such as the BTEC Level 3 Diploma in Engineering and combine it with an A-Level or the Extended Project Qualification.

The ethos of both academies is 'business-like, business-led'.

WMG Academy for Young Engineers, Coventry

Opened in September 2014 by Ratan Tata, the Coventry Academy has over 400 students on roll in its second year. Located close to the Westwood area in Canley and the University of Warwick, the Coventry Academy was designed with a large Engineering Hall filled with over £600,000 worth of specialist equipment. Three dedicated CAD areas allow industry standard software to be used by students in their Engineering projects.

Students at the Coventry Academy come from a wide catchment area which includes Solihull in the north through to Kenilworth, Warwick and Rugby in the south.

The Academy follows an 8.30 am – 4.30 pm day with enrichment opportunities offered to students that include football, basketball, badminton, rocketry club, aerospace club, debating society, F1 in schools, Green Power and Engineering clubs. Students also have access to resources at Warwick University.

Our Vision

We will ensure that our students have raised aspirations that will provide the motivational drive to succeed. Strong employer and further and higher education links, as well as a professional ethos and culture, will ensure the students will be in demand from employers.

Our unique status of working very closely with some of the biggest employers in the region means that we have shaped the curriculum from day one to ensure we produce students with a professional ethos and culture that is in high demand in today's working world.

The focus of the curriculum is a series of projects – real business-focused, practical problems and challenges that reflect fully the world of work. Employers provide mentors to help our students get a full understanding of life in engineering. This 'better way of learning' means that education will be exciting for our students. We will give them an experience of real value; one that will lead to a diverse range of positive progression pathways for every single student.

Team working will be the norm and students will work together to develop the skills that employers value. We are committed to developing team working, problem solving, creativity, leadership, communication, resilience and an ability to respond to change. As staff, it is our role to model those skills and behaviours to our learners in everything that we do.

The Role

WMG Academy Coventry is looking for a teacher who has excellent teaching skills and will inspire and enthuse learners with their passion, ensuring that the WMG Academy outcome in these subject areas are outstanding.

You will demonstrate and demand the highest standards of delivery and you will be fully committed to raising attainment to enable all learners to achieve outstanding success.

Reporting to the Lead Teacher, you will be responsible for the planning and delivery of outstanding lessons of this specialist curriculum and will be expected to work with the engineering department to develop the employer commissions. You will provide timely feedback for students on their work to ensure they are to achieve and realise their targets. All teachers will be pastoral tutors working closely with an identified cohort of learners.

This is a unique opportunity to be involved in our academy; designing and leading an innovative approach to learning and ensuring that learners achieve the highest outcomes and opportunities.