JOB DESCRIPTION

POST TITLE: Teacher of Design with Art

POST RESPONSIBLE TO: Lead Teacher for Engineering

SALARY: TMS (UPS will be considered)

CLOSING DATE: Sunday 3rd March 2019

INTERVIEW DATE: w/c 11th March 2019

START DATE: September 2019

JOB PURPOSE

Be an outstanding classroom practitioner who consistently delivers the highest standards of teaching, embraces our vision and integrated curriculum and ensures that our students achieve the highest outcomes in Design and Art.

DUTIES AND RESPONSIBILITIES

Principal Responsibilities

- To ensure that the vision and values of WMG Academy for Young Engineers are evident in every aspect of the role;
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role;
- Working with other colleagues, play an active role in delivering WMG academy priorities, culture and vision;
- To contribute to the development plan for the department and the WMG Academy for Young Engineers;
- To play an active role in the marketing and recruitment of students, parental reviews and other events at the WMG Academy for Young Engineers;
- To meet regularly with the Lead teacher for Engineering and be accountable for your own Performance Management;
- To attend meetings as required;
- To ensure effective use of resources to the benefit of all staff and students;
- To comply with health and safety rules and legislation, ensuring the safety of students and staff at all times;
- To be involved in the enrichment programme for the WMG Academy for Young Engineers;
- To maintain discipline in accordance with the policies and procedures for the WMG Academy for Young Engineers and to encourage good practice with regard to punctuality, attendance, behaviour, standards of work and independent learning;

- To comply with all policies and procedures of the WMG Academy for Young Engineers.

Curriculum

- To work with the engineering department to develop and implement employer commissions and relevant programmes of study;
- To engage with employers to develop learner employability skills, ensuring work related learning experiences are at the core of the WMG Academy for Young Engineers curriculum;
- To work with other departments to map in other subject areas into the commission projects.

Teaching and Learning

- To ensure a high quality learning experience for students that engages and excites them;
- To promote the highest standards of teaching and learning, share best practice with other curriculum areas and develop the Academy model for outstanding learning;
- To be committed to continue improvement in teaching practice to ensure students achieve outstanding outcomes;
- To demonstrate outstanding teaching across the full ability range from Years 10 to 13; delivering GCSE and Level 3 Art and contributing to Engineering Design at Level 2;
- To provide a variety of learning materials and resources for use in educational activities and to identify and select different resources and methods to meet students' varying needs;
- To establish a purposeful and safe learning environment;
- To ensure learning is relevant for all students according to their educational needs;
- To maintain and develop an excellent knowledge and understanding of the subject area and related pedagogy, including the contribution that Design and Art can make to cross-curricular learning;
- To make effective use of an appropriate range of observation, assessment, monitoring and recording strategies;
- To develop schemes of work and lesson plans in conjunction with other course leaders;
- To ensure that learning objectives are shared with students and are achieved during sessions;
- To design opportunities for students to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context;
- To set appropriate work for classes when absent;
- To ensure that schemes of work, including lesson plans, are in place that will enable access to the highest grades by all students in all courses taught in Design and Art;
- To keep up to date with developments in the curriculum area, teaching methods and resources and make relevant changes to schemes of work and lesson plans as appropriate;
- To hold positive values and attitudes and adopt high standards of behaviour in your professional role.

Assessment, Recording and Reporting

- To assess the achievement of learning objectives within sessions and reflect this in own teaching practice and the learning of students;
- To evaluate performance of students within your lessons, providing feedback for parents, students, staff and SLT;
- To assess student work regularly with timely feedback, 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;
- To ensure that the Assessment, Reporting and Recording policy is adhered to for learners within your lessons;
- To assess in line with Awarding Body requirements and ensure that it is timely.

Pastoral duties

- To be an active Pastoral tutor working with an identified cohort of learners across all years;
- To follow the pastoral system policies and procedures as identified by the Director of Behaviour & Inclusion;
- To deliver effective pastoral sessions this will include PSHE, Citizenship, CIAG and pastoral reviews;
- To conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them;
- To act as the main point of contact with parents for the identified cohort of learners and perform reviews with them.

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 Associate Principal.

Person Specification for Design with Art

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	D
EXPERIENCE	
Proven record of success as a teacher in education or within an industrial environment	E
Experience of working with a range of partners both in and outside the world of education	D
An understanding and demonstration of barriers to learning and how to overcome this	E
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 interpersonal skills and ability to work in partnership with a diverse range of stakeholders	E
Excellent literacy, numeracy and ICT skills	E
Knowledge and understanding of health and safety policy	E
An ability to inspire students in Y10 to Y13	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	D
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

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 opened 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.

The Coventry Academy is proud of its very first OFSTED report where it was rated Good.

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 Role

The WMG Academy is looking for teachers who have excellent teaching skills. The successful candidate will inspire and enthuse learners with their passion, ensuring that the WMG Academy's outcomes 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.

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 achieve and realise their targets. All teachers will be pastoral tutors working closely with an identified cohort of learners.