

JOB DESCRIPTION

POST TITLE: Unqualified Teacher of Engineering (Engineering/Electronics/Product Design - please specify your specialism on application form)

POST RESPONSIBLE TO: Lead for Engineering and Design

SALARY: SP 1 - 6 £22,601 to £32,259

INTERVIEW DATE: 14 June 2026

START DATE: September 2026

JOB PURPOSE

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

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

DUTIES AND RESPONSIBILITIES

Principal Responsibilities

- Champion Trust values in every aspect of your role
- Model professional industry standards to students and partners
- Collaborate with colleagues to deliver the Academy's culture
- Contribute proactive ideas to departmental development plans
- Support student recruitment and Academy marketing events
- Engage openly in mentorship and regular performance reviews
- Attend required meetings to align with academic standards
- Manage classroom and workshop resources efficiently
- Enforce strict health and safety rules at all times
- Support enrichment programs like engineering or design clubs
- Maintain workplace-style discipline and high student standards
- Adhere fully to all safeguarding and Trust policies

Curriculum

- Collaborate with the subject lead to build an innovative engineering curriculum.
- Bring industry insights into lesson plans and programmes of study.
- Engage directly with employers to boost learner employability skills.
- Embed practical, work-related learning into the core student experience.

Teaching and Learning

- Deliver engaging lessons that get students excited about engineering.
- Share your industry expertise to enrich the classroom experience.
- Set high expectations for student behaviour and workshop discipline.
- Teach across Years 9 to 13 with guidance from leaders.
- Use diverse learning materials to support different student needs.
- Maintain safe environments conducive to practical, hands-on learning.
- Collaborate with your manager to create structured lesson plans.
- Provide timely feedback to help students improve their work.
- Evaluate student performance to report progress to parents.

Assessment, Recording and Reporting:

- Check student progress during lessons to adapt your teaching methods.
- Provide clear performance updates for parents, staff, and senior leadership.
- Mark students' work regularly with clear, constructive targets for improvement.
- Help learners understand their goals so they know exactly how to improve.
- Follow Academy policies for tracking, recording, and reporting student data.
- Learn and apply exam board rules to ensure timely, accurate grading.

Pastoral duties:

- Act as a dedicated tutor for an assigned group of students across all year groups.
- Follow pastoral guidelines and procedures set out by the Assistant Principal.
- Deliver tutor sessions covering life skills, citizenship, careers guidance, and student progress
- Conduct 1-to-1 reviews with your tutor group to help shape their education plans

- Serve as the main contact for parents to discuss student well-being and progress

Any other duties commensurate with the level of this post and as directed by the Associate Principal, SLT and CEO.

Person Specification for Teacher of 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	
A degree or relevant work-based professional experience in Engineering	E
5 A*-C (or 9-4) GCSEs including English and Maths.	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 work-based professional experience	D
KNOWLEDGE AND SKILLS	
Excellent subject knowledge	E
Knowledge and understanding of current curriculum developments	D
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 Y9 to Y13	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	E

Confidentiality and discretion	E
Ability to organise, plan and prioritise	E
Strong communication skills to build positive relationships across the Academy	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

FURTHER PARTICULARS

“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.” — **The late Professor Lord Bhattacharyya, Chairman, WMG**

The WMG Academy for Young Engineers

The WMG Academy for Young Engineers Multi-Academy Trust was established in 2014 to provide a revolutionary way of learning for the engineers and digital leaders of the future. Our Trust—comprising academies in Coventry and North Solihull—is built on a unique partnership between the **University of Warwick** and global industry giants such as **Jaguar Land Rover, National Grid, and Rolls-Royce**.

We cater to 13–19-year-olds who are passionate about Engineering, Science, and Digital Technology. Our mission is to produce well-educated, industry-ready learners who possess not only top-tier qualifications but also the professional skills required to dominate the modern workforce.

Our Curriculum & Vision

We offer a bespoke, employer-led curriculum that bridges the gap between the classroom and the boardroom:

- **Key Stage 4:** A core focus on STEM, including Triple Science and Engineering, alongside options like **Computer Science** and Business.
- **Key Stage 5:** A flexible, high-performance pathway including A-Levels, technical qualifications, and the **T-Level in Digital**.
- **Year 9 Foundation:** A themed curriculum designed to spark curiosity and build the technical vocabulary needed for GCSE success.

WMG Academy Coventry: A "Good" School (Ofsted 2022)

Located near the University of Warwick, our Coventry Academy is a hub of innovation.

- **Industry-Standard Facilities:** Our Engineering Hall contains over **£1M of specialist equipment**, supported by three dedicated CAD/CAM suites.
- **Sixth Form Excellence:** Our Post-16 provision consistently ranks at the top of the city’s performance tables.
- **Beyond the Classroom:** We offer world-class enrichment, including **F1 in Schools, GreenPower, and the European Space Agency’s CanSat project**.

The Working Day

We mirror a professional working environment. Our timetable runs from **8:30 am – 4:15 pm (Tuesday and Wednesday)** to accommodate deep-dive learning and enrichment. On Mondays, Thursdays, and Fridays, the day concludes at **3:20 pm**.

How to Apply

For more information or to arrange a visit, please contact us:

- **Phone:** 02476 464 661
- **Email:** coventryrecruitment@wmgacademy.org.uk