



Job title: Director of Design, Engineering and Technology

Job Description and Person Specification

Main purpose

The Director of Design, Engineering and Technology (DET), under the direction of the senior leadership team, will:

- Determine the strategic development of the DET department, delivering high quality lessons for KS4 and KS5 design, engineering and technology lessons
- Be responsible for day-to-day operation of the DET department
- Provide professional guidance to colleagues, working closely with staff, parents and other agencies
- The Director of DET will also be expected to fulfil the professional responsibilities of a teacher, as set out in the School Teachers' Pay and Conditions Document.

Duties and responsibilities

Strategic development of the DET Department

- Have a strategic overview of the provision of DET subjects at UTC Reading
- Be responsible for monitoring and reviewing the quality of provision
- Contribute to the development of a clear strategic vision and direction for the continued development of quality of teaching in DET whilst contributing to the development of relevant sections of the Whole School Development plan in consultation with the appropriate Assistant Principal
- Ensure the required policies are put into practice, and that the objectives of these policies are reflected in the departments improvement plan
- Maintain an up-to-date knowledge of national and local initiatives associated with the teaching of design, engineering and technology which may affect the school's policy and practice in this area
- Evaluate whether resources are being deployed effectively within the department to ensure value for money whilst achieving positive outcomes for all

Operation and Coordination of the DET Department

- Provide guidance to colleagues on teaching students within the department
- Manage the department annual budget to ensure that funds allocated are appropriately spent to ensure teaching and learning is efficient and effective and the outcomes are positive.
- Stay ahead of the game with regards to changes in curriculum specifications for all DET subjects to ensure the subjects meet the requirements of the performance tables whilst preparing UTC Reading students for the world of work.
- Analyse assessment data for students studying all DET subjects across all year groups
- Implement and lead intervention groups following the analysis of data to ensure all students are making rapid progress in their subject area.
- Work with our industry partners to create real world contextualised learning opportunities for students studying DET subjects

- Work with our Head of Employer Engagement Strategy in the Trust and SLT within the UTC to innovate through project based learning initiatives with DET business partners.
- Enable every student to become a successful independent learner of DET

Leadership and management

- Work within the extended leadership team to ensure the efficient and effective operation of the UTC at all times
- Assisting in ensuring that the curriculum offer in DET is appropriate for all students and is supported by high quality teaching, learning and assessment
- Assist in the recruitment of new staff to the DET department ensuring compliance with best practice and all legal requirements, in particular with reference to safeguarding.
- Actively promote and deliver high quality appropriate personal and professional development of all staff, taking a lead with their own development
- Lead the Performance Management of relevant staff, ensuring that underperformance is dealt with effectively and that achievement is celebrated and rewarded
- Extend the profile and network of the UTC to ensure opportunities for all DET staff to engage in cutting edge practice and innovation.
- Work with the Leadership Team to develop full school initiatives, share best practice and innovate through education

Person specification

Qualifications	<ul style="list-style-type: none"> • Qualified teacher status • Degree
Experience	<ul style="list-style-type: none"> • Design, Engineering and Technology teaching experience of KS4 and KS5 (14-18 year olds) • Experience of working in a curriculum team and bring about rapid progress • Involvement in self-evaluation and development planning within departments • Experience of leading and managing a group of staff to ensure high performance
Skills and knowledge	<ul style="list-style-type: none"> • Sound knowledge of current challenges within the educational climate along with changes coming in the future related to technical qualifications • Understanding of what makes 'quality first' teaching, and of effective intervention strategies • Ability to plan and evaluate interventions • Data analysis skills, and the ability to use data to inform provision planning • Effective communication and interpersonal skills • Ability to build effective working relationships • Ability to influence and negotiate

	<ul style="list-style-type: none"> • Good record-keeping skills • Proficient in the use of all computing systems along with core Microsoft office programmes
Personal qualities	<ul style="list-style-type: none"> • Commitment to getting the best outcomes for students and promoting the ethos and values of the UTC • Commitment to equal opportunities and securing good outcomes for students within the computing department • Ability to work under pressure and prioritise effectively • Commitment to maintaining confidentiality at all times • Commitment to safeguarding and equality • Sense of Humour and emotional intelligence