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| *“Be Brilliant Today”* | Head of Engineering and Design Technology |

Job Role: Head of Engineering and Technology

To Lead: Engineering and Technology Department

Accountable to Responsible to: SLT

Specific Responsibility: Be accountable and responsible for the attainment and progress of students in Engineering and Design Technology across Key Stage 3 and 4 at Bexhill Academy.

**What is the purpose of the job?**

As Head of Engineering and Technology, you will have the vision and capacity to be instrumental in ensuring that Engineering and Technology skills are alive in our classrooms and that all students develop the knowledge, skills and confidence that will enable them to succeed in life. **We want our children to love learning and see the relevance in their future life and career.**

You will be accountable for the outcomes in the faculty, ensuring that teaching and learning within the faculty is consistently excellent and continuously strives to improve.

**What do you have to achieve?**

* Ensure high levels of attainment and progress for students in Engineering and Technology
* Create an ethos of high aspirations within Technology faculty that fits with the academy values.
* Build an effective Technology curriculum tailored to the needs of all students and lead the Faculty to ensure it is effectively delivered and implemented.
* Monitor, evaluate and continually improve the quality of teaching and assessment of all members of the team.
* Create strong working partnerships with parents and carers as well as students.
* Outstanding leadership of all the staff within the Technology faculty by providing vision, direction and developing a team ethos.
* Outstanding student engagement, which always ensures the highest quality of learning.
* A visible presence to the staff and the students within the Technology Faculty
* Strive towards becoming the best Engineering and Technology Faculty in the country.

**What do you have to do?**

*Ability to:*

* Create and implement a clear vision that is shared with the Faculty and aligned with the Academy values.
* think strategically and be adaptable to change
* inspire, challenge, motivate and empower others
* model the values and vision of the school (actively promote the Bexhill Academy ethos)
* help set and achieve challenging and ambitious targets

*Knowledge:*

* an expert in the field of Engineering and Technology and its teaching
* awareness of local, national and global trends and the ability to react to these trends
* helping to build, communicate and implement a shared vision
* contribution to the strategic planning process
* awareness of new technologies, their use and impact
* creative and innovative skills

**Raising Standards through Leading, Learning and Teaching**

* Create and lead a cohesive team striving to be the best Engineering and Technology Faculty in the UK
* Demonstrate personal enthusiasm for the learning process
* Demonstrate the principles and practice of effective teaching and learning
* Challenge poor performance
* Drive forward the necessary improvements in teaching and learning
* Be accountable for the student progress and outcomes within the Faculty.
* Ensure quality assurance and accuracy within all assessments across the faculty
* Accurately track student progress across the faculty

*Knowledge:*

* Strategies for raising achievement and achieving excellence
* Use of new and emerging technologies to support teaching and learning
* Of successful inclusion strategies that support
* Impact of behaviour/attendance on learning and educational progress
* Assessment/reporting
* Models of teaching and learning (including organisation and learning styles)
* Principles of effective teaching and learning (lesson observation)- line management responsibilities (performance management)
* School self-evaluation (monitoring and evaluation)
* Strategies for developing effective teachers
* Curriculum design and management (overall; broad and balanced)
* Data collection tools and analysis (comparative performance, prior attainment, targets ,etc)
* Awareness of where Engineering and Technology skills and tools appears in other subject areas and how to create links with these.

**Raising standards by developing self and working with others**

*Ability to:*

* Foster an open, equitable culture and manage conflict
* Develop, empower and sustain individuals and teams
* Collaborate and network within and beyond the school
* Give and receive effective feedback and act to improve personal performance
* Identify training needs for those in the Faculty and assist in the training of staff where necessary
* Develop effective working relationships
* Effectively performance management (ensuring that leaders within the faculty are accountable for the performance of their team members or area)
* Supporting colleagues to achieve their best

**Raising standards by managing department accountability**

*Ability to:*

* establish and sustain appropriate structures and systems
* motivate staff effectively
* instil a culture of excellence amongst colleagues in the faculty
* think creatively to anticipate and solve problems

*Knowledge:*

* models of organisation and principles of organisational development
* principles and models of self-evaluation
* policy creation
* performance management
* strategic financial planning

**Securing Accountability**

*Ability to:*

* engage in teams in systematic and rigorous self-evaluation
* demonstrate political insight
* analyse data to understand the strengths and weaknesses of the school/team
* combine outcomes of regular team self-review with external evaluations to develop the team
* commit to individual, team and whole-school accountability for student learning outcomes

*Knowledge:*

* statutory education frameworks

Teaching at Bexhill Academy:

Teachers at Bexhill Academy make the education of their pupils their first concern. They seek to achieve the highest possible standards in work and conduct, act with integrity and have strong subject knowledge. Through endeavour, they keep their knowledge and skills as current as possible, remaining at the forefront of pedagogy and educational research.

Job Description: All Teachers

**Set high expectations, which inspire, motivate and challenge pupils**

* Establish a safe and stimulating environment for pupils of all abilities, needs and ages, rooted in and encouraging mutual respect that significantly develops learning
* Set goals and targets based on an in depth knowledge of individual and groups of pupils that enthuse, motivate and challenge all pupils
* Effectively promote and demonstrate the positive attitudes, values and behaviour which are expected of pupils.

**Promote good progress and outcomes by pupils**

* Be accountable for continuously high levels of pupils’ attainment, progress and outcomes
* Demonstrate a clear knowledge of pupils’ individual capabilities and their prior knowledge and plan teaching to build on these. Create opportunities for pupils to reflect on the progress they have made and enable them to set individual targets to significantly develop their performance
* Demonstrate excellent knowledge and understanding of how pupils learn and how this impacts on teaching, implementing this in classroom teaching and sharing this with other staff
* Inspire pupils to take a responsible and conscientious attitude to their own work and study, enabling them to help develop as independent learners and support the learning of others

**Demonstrate good subject and curriculum knowledge**

* Have an up to date and excellent/extensive knowledge of the curriculum, including the different types of qualifications and specifications and their suitability for meeting learners’ needs in order to foster, and maintain pupils interest in Design Technology and Engineering addressing misunderstanding.
* Demonstrate a critical understanding of developments in the subject and Curriculum area and promote the value of learning.
* Promote collaboration and develop high standards of numeracy, in your subject area and cross-curricular activities.

**Plan and teach well-structured lessons**

* Embed knowledge and develop high levels of understanding through clear and effective objectives and effective pace of learning in lesson time
* Promote and encourage a love of learning and stimulate and develop children’s intellectual curiosity.
* Set challenging and differentiated learning using the Knowledge Organiser and other resources and plan other out-of-class activities to consolidate and extend the knowledge and understanding pupils have acquired
* Reflect systematically on the effectiveness of lessons and approaches to teaching, collaboratively developing own and other’s teaching practice to improve the learning of pupils

**Make accurate and productive use of assessment**

* Use effective assessment processes within the relevant subject and curriculum areas, including statutory assessment requirements to develop learning
* Make effective use of formative and summative assessment to ensure high levels of pupils’ progress in line with the Academy assessment and marking structures.
* Effectively use relevant data to monitor progress, set targets, and plan subsequent lessons for the promotion of high levels of learning
* Give individual pupils regular, effective feedback, both orally and through a range of marking and feedback strategies, enabling pupils to respond to the feedback

**Manage behaviour effectively to ensure a good and safe learning environment**

* Model effective routines for behaviour in classrooms that promote learning, and take responsibility for promoting good and courteous behaviour both in classrooms and around the Academy, in accordance with the Academy’s engagement for Learning
* Model and have high expectations of behaviour.
* Manage all classes effectively, using a range of approaches, which are appropriate to pupils’ needs in order to involve, motivate and engage them. Improving standards of achievement
* Maintain excellent relationships with pupils, exercise appropriate authority, and act decisively when necessary.

**Fulfil wider professional responsibilities**

* Make a positive and effective contribution to the wider life and ethos of the Academy, encouraging others to do the same
* Develop effective professional relationships with colleagues, knowing how and when to draw on and give advice and specialist support
* Deploy support staff effectively within your lessons to maximize student achievement
* Take responsibility for improving teaching and learning through appropriate professional development, responding to advice and feedback from colleagues
* Communicate effectively with parents to develop pupils’ achievements and well-being.

**Person Specification**:

**Education and Training** Qualified Teacher Status.

A good Degree

Appropriate additional qualifications

**Experience** Working with students at Key Stage 3 and 4

**Skills and Knowledge** Excellent subject knowledge.

Good ICT skills and their application to teaching.

To be organized and able to maintain accurate records.

To be able to think and plan strategically and manage the classroom.

To be aware of educational developments in and around your subject.

To have the ability to reflect on your own practice.

**Personal Qualities** To be hardworking and committed to the vision of the Academy.

To have a willingness to learn and develop new skills.

To have the ability to work with initiative.

To have the ability to work as an individual and as a part of a team.

To be focused, aspirational, independent and resilient.

To aspire to “Be Brilliant” in all that you do.

***The Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful applicant will be subject to an Enhanced DBS check.***