



## **Subject Leader of Design and Technology (Resistant Materials & Product Design)** **Required April 2023**

We are seeking to appoint a Subject Leader of Design and Technology (Resistant Materials & Product Design) on a full time basis with effect from April 2023. The post offers an excellent opportunity to work in a very strong Design and Technology Faculty in a highly successful 11-19 academy which holds good Ofsted status.

The role will report to the Faculty Leader and the candidate will teach a full timetable across both campuses within the subject. The faculty has a strong collaborative ethos, is very supportive and well-planned schemes of learning for all courses are already in place. A faculty-based mentor will work with the appointee to support their development and induction in their first year. There is also an excellent academy-wide support and development programme for all new staff available.

The core purpose of the role is to provide professional leadership to students in a subject area and to secure high quality teaching, high standards of learning and achievement for all students, and to contribute towards the effective use of resources.

The Subject Leader will be primarily responsible for establishing and supporting the resources and environment for learning within their subject on both the Fambridge Road Campus (FRC) and the Mill Road Campus (MRC).

The current School Teachers' Pay and Conditions Document and the DfE Teachers' Standards apply to the professional duties of all teachers in all teaching posts.

### **Personal Qualities**

The successful applicant should have a good honours degree in Design and Technology or a related subject and a QTS or equivalent teaching qualification.

Applicants should be hardworking, enthusiastic and have a high level of commitment and ability to focus on fostering the teaching and learning and personal development of Year 7 to 13 year students. They should have an interest in new teaching and learning developments and a high level of integrity. Experienced candidates should be able to evidence excellent levels of value-added achievement and high retention levels.

### **Responsibilities of the Post Holder**

- to take full ownership for the management and upkeep of progress and attainment data for all their subject courses
- to monitor the progress of students following their subject courses, planning and implementing intervention as necessary to ensure students make at least expected levels of progress
- ensuring that effective schemes of work are in place for each of their courses
- ensuring that teachers know the prior learning and achievement of the students at the beginning of each of their courses

- ensuring that teachers know the potential to achieve of the students based on prior achievement data
- ensuring that school curriculum policies for assessment, setting, target setting, recording and reporting are enacted within their subject courses
- ensuring that progression and continuity is achieved throughout all of their subject courses and between Key Stages

### **Pastoral**

At Plume Academy all teaching staff are expected to fulfil both an academic teaching role and a pastoral role by acting as a Tutor to a group of assigned students. This involves staff in all aspects of pastoral work including guidance, safeguarding, monitoring and encouraging progress, contact with parents, writing report sand compiling student references. Tutors also deliver part of Plume Academy's Personal Development Programme.

### **Wider Contribution**

Teaching staff are encouraged to contribute to the academy's rich extra-curricular programme, and all candidates will be provided with the opportunity to discuss their personal interests at interview.

As one of the largest educational establishments in Essex, there are many opportunities for career progression. Via an academy-wise coaching programme, staff are encouraged to take responsibility for their own career development, with full support and encouragement from their line managers and other relevant staff, including those responsible for staff training.

### **Remuneration**

Annual salary for a qualified teacher will be in accordance with the academy Teachers Pay Scale, which from appointment for a full time post currently involves a salary of up to £43,685 plus a TLR2A value of £ 3,017 (2022/2023 pay awards), however, current salary of the applicant will be taken into consideration for salary offered. Salaries are reviewed by national negotiation with effect from 1<sup>st</sup> September each year. Progression through the Teachers Pay Scale is subject to acceptable annual performance development review process.

### **Application Process**

If you are interested in the position and wish to discuss the post prior to application, please email Mrs Sarah Freeman, Director of HR at [s.freeman@plume.essex.sch.uk](mailto:s.freeman@plume.essex.sch.uk), to arrange a telephone conversation. We are very proud of our academy and what we can offer new members of our collaborative team. The Director of HR will be pleased to discuss the post and provide more information about the post and the academy in general.

To apply please complete the Plume Academy application form (please see link via our website). This must be completed and submitted to [HR@plume.essex.sch.uk](mailto:HR@plume.essex.sch.uk) by the closing date stated (unaccompanied CV's or third party application forms will not be accepted).

Please complete the attached internal application form and email it to Sarah Freeman, Director of Human Resources by **12 noon on Monday 30 January 2023**. However, early applicants may be taken through to interview sooner.