

## JOB DESCRIPTION

### Trust Lead Practitioner – Design Engineering

<b>Job Title:</b>	Trust Lead Practitioner – Design Engineering
<b>Reporting To:</b>	Principal
<b>Reporting Lines:</b>	Subject Leaders, Senior Support Staff
<b>Salary:</b>	L8 – L12

#### Role Purpose

- To lead the development of an effective Design Engineering curriculum across the Trust.
- To lead on establishing and developing an effective design engineering curriculum at The Turner Free School which enables pupils to excel in a modern engaging design engineering curriculum which has a high focus on creative thinking, iterative design and design ethics.
- To work with primary schools across the trust to ensure that an effective design & technology and computer science curriculum is in place in each school, which prepares pupils well for the Trust's secondary design engineering curriculum.
- To ensure that Turner Schools are places where children thrive and knowledge matters by upholding and modelling the Trust's values in all aspects of the role.

#### Responsibilities

##### Design Engineering:

- Assisting the Principal in the strategic and operational management, development and leadership of Design Engineering at TFS and STEM across the Trust;
- To play a leading role in developing policy in their subject which guides effective practice in accordance with the aims and objectives of the Trust;
- To lead on the Design Engineering curriculum at TFS.
- To ensure that all the pupils make excellent progress including in the lessons/courses you teach, and to be an expert teacher, acting as a role model for all staff, with commitment to the Trust's knowledge-rich approach;
- Taking responsibility as determined by the Principal for the planning, monitoring and evaluation of provision of teaching and learning within their defined areas of responsibility.
- Teaching: all Leaders will have a teaching load; the Trust Lead Practitioner will be expected to have a strong track record of excellent teaching and deep knowledge of and enthusiasm for, one or more subjects;
- Collaborating on the schools' curriculum to develop a knowledge rich powerful education for our pupils as well as developing partnerships with local, regional and national groups to enrich pupils' cultural capital.
- To lead on cross-curricular STEM opportunities
- To engage with local engineering employers in order to further enhance the curriculum.
- Develop productive practice in their subjects with the schools in the wider Turner Schools partnership.
- To have oversight of a technician.

#### Wider Leadership:

- Serving as an ambassador for the Trust and the Academy;
- Ensuring the achievement of our ethos, aims and objectives;
- To adhere to the Trust Leadership Principles and to use these to promote the leadership development opportunities of others.
- Modelling and maintaining high standards of conduct and behaviour;
- To contribute effectively to the TFS and Trust-wide CPD programme, including leading on STEM and Design Engineering CPD.
- Developing a safe, healthy and purposeful environment in which to learn and work;
- Managing relationships with all key stakeholders, including Senior Leaders at other schools within the Trust's partnership;
- Support the Senior Leadership Team to recruit, train, motivate, retain and mentor all staff, with a particular focus on supporting subject knowledge.
- Maintain high expectations of pupils and staff.
- Ensure all staff are well supported and can see a clear path to career progression;
- Play a key role in ensuring high levels of staff wellbeing and morale;
- Work with the Senior Leadership Team, Trust Team and Local Governors to ensure robust operational systems are in place that support the Trust's efficient and effective functioning;

#### Other Duties:

Along with the Senior Leadership Team to take responsibility for:

- Taking a leading role in developing a learning culture in line with the Trust expectations in creating a learning environment in line with the values of the academy with high expectations in relation to the specific responsibilities above.
- Anticipating, planning and making provision for future demands.
- Identifying the need for and leading the process of innovation, change and improvement in Design Engineering.
- To comply with individual responsibilities, in accordance with the role, for health and safety within the workplace; relation to the specific responsibilities above.
- Resource and financial management.
- Developing effective pupil voice.
- Day to day management of the school in which they are working.
- Ensuring the implementation of school policies.
- Working closely in a coaching role with the staff being line managed in planning for and implementing improvement.
- To lead staff by example, being highly visible and promoting good order throughout trust schools.
- Assist in the appointment of staff following 'Safer Recruitment Procedures'.
- Assist in the preparation and review of Academy policy documents.
- To ensure effective communication within the Academy community.
- Share the Trust's and the Academy's commitment to safeguarding and promoting the welfare of all young people through having knowledge of Government guidelines and safeguarding policies as appropriate within the Academy
- To ensure that all duties and services provided are in accordance with all Turner Schools policies and the Academy's procedures in line with staff code of conduct/professional expectations;
- To undertake training as necessary;
- To actively engage in the performance management process;
- To be willing and enthusiastic in engaging with continuous professional development;
- To be a key part of the life of the Academy community, to support both the values, vision and ethos of the Academy and Turner Schools and encourage pupils to follow this example.

## PERSON SPECIFICATION

### Trust Lead Practitioner – Design Engineering

#### Knowledge and Leadership Skills

##### Essential:

- They demonstrate an excellent understanding of their subject curriculum and high quality pedagogical approaches;
- They should be an excellent practitioner in their own right;
- Trust Lead Practitioners are excellent managers, highly organised and operating efficiently and effectively in all areas of their work;
- They should be excellent strategic leaders, working to improve standards at Trust and whole school level in the subjects where they have expertise;
- Trust Lead Practitioners are excellent team leaders, capable of building a successful team and getting the best out of colleagues, including those who they do not directly line manage;
- They are excellent leaders of pupils, commanding respect and being a positive presence around the schools in the Trust. At the heart of their work should be the drive to build self-esteem, imbue moral values and motivate the pupils to do their best;
- Trust Lead Practitioners are expected to pursue and deliver leadership strategies and agreed actions in a positive and consistent manner;
- Strong interpersonal, written and oral communication skills.

##### Desirable:

- To enjoy helping others and be able to resolve any issues in a professional, calm and measured manner;
- Insight in to design ethics and values -social and environmental and economic considerations;
- An understanding of emerging technology.

#### Personal Qualities

##### Essential:

- Trust Lead Practitioners are expected to think creatively about the schools in which they work, to be prepared to take risks and to innovate. They should be excellent communicators with a high degree of emotional intelligence. They should be energisers, demonstrating a positive mental attitude around the trust and in all areas of their work;
- Ability and willingness to contribute towards the Trust's vision and ethos;
- High ethical standards;
- They should be highly motivated to improve standards and achieve excellence;
- To be an ambassador for the Academies and the Trust in dealing with external persons;
- To enjoy helping others and be able to resolve any issues in a professional, calm and measured manner.

##### Desirable:

- Determination to improve standards and outcomes in non-selective education on the south-east Kent coast;
- Interest in playing a part, through education, in the regeneration of Folkestone;
- To demonstrate a flexible approach towards work and working hours.

## **Experience**

### Essential:

- Experience of leading a department effectively, ideally with evidence of strong examination results and rates of progress;
- Proven ability to enable pupils to:
  - Work successfully through a creative iterative 'real world' design processes through modelling, prototyping and testing, recording and communicating ideas and developments to a range of audiences;
  - Understand and design control systems which use mechanisms, electronics, pneumatics and programmable components;
  - Develop a sound understanding of design ethics;
  - Develop designed solutions that effectively take into account system and product life cycles and the impact these have on society and the environment over time;
  - Understand the historical and current role of design engineers in society;
  - Be aware of future careers in design engineering and related professions and the pathways open to them;
- Proven ability to support other practitioners in developing strong subject knowledge;

### Desirable:

- The ideal candidate would have experience of working successfully as a designer or engineer, using creative thinking and problem solving skills to solve real life issues;
- Experience of project based learning - running cross-curricular projects that contribute well to pupils progress across the subjects covered.

### **Qualification Criteria:**

- A strong academic track record;
- A degree in Engineering Design, Industrial Design or a related area of study;
- To hold Qualified Teacher Status (QTS);
- Evidence of ongoing Continuous Professional Development.

The duties outlined in this Job Description are in addition to those covered by the latest 'School Teachers' Pay and Conditions Document'. It will be reviewed regularly with you, to reflect or anticipate changes in the job, commensurate with the salary, job title and area of responsibility;

All job descriptions may, following consultation with you, be subject to change to reflect or anticipate changes in the job, which are commensurate with the salary and job title.

Employees are expected to comply with any reasonable request from the Principal or the Senior Leadership Team to undertake work of a similar level that is not specified in this job description. Employees are expected to be courteous to colleagues and provide a welcoming environment to visitors and telephone callers.

Turner Schools will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

**Acceptance:**

I confirm that I have received and understand the job description, which is a supplement to the subject specific teaching job description, both of which may be changed to reflect or anticipate changes in the job, which are commensurate with the salary and job title:

Name.....

Signed.....

Dated.....

Line Manager.....

Signed.....

Dated.....