EAST LONDON ARTS & MUSIC

ELAM

THE INDUSTRY ACADEMY

Teacher of Games Design

Start Date: September 2018
Application Deadline: 24th January 2018
(We operate a rolling application process meaning we may interview and
make an offer within this application window).

About East London Arts & Music (ELAM)

ELAM is a world-class 16-19 Academy which opened in September 2014. ELAM offers young people everything that they will need to lead successful lives within the music, games design and film and television sectors.

Our vision is to better the creative industries of tomorrow. We believe this can be achieved by increasing the access routes into those industries for talented young people. The creative industries in the UK continue to do well and are currently worth £92 Billion to the economy, while growing at more than double the speed of the wider economy. However, unlike many other industries, it is not always clear how to get into these jobs and therefore there is often lack of diversity within these sectors. Increasing the access routes to everyone will therefore increase the quality of talent and the continued growth of the sector long term.

ELAM seeks to achieve this by providing industry standard courses for our trainees in Music, Games Design and Film and Television. We have partnered with sector leading organisations including YouTube, Universal Music and Creative Assembly to devise a curriculum that will develop the future leaders of these sectors by meeting the relevant knowledge, skills and cultural demands. In addition, all trainees at ELAM undertake a study of Maths and English as we identified the skills provided by these subjects, such as written and oral communication, problem solving, data analysis and research are the key traits of the current leaders of these fields.

We had our first full Ofsted inspection in May 2017 and received a grading of Outstanding in every category and while this is a huge achievement and something that we are immensely proud of, we are also still a long way from meeting our vision. There is still a lot of work to do and as a school we are restless in the pursuit of achieving this.

Please do read the person specification below as it should give you a good summary of what life at ELAM is like and what to expect. ELAM is an exciting place to work and probably different from many other institutions. Our staff culture is incredibly important to us and is one of our key strengths. This is held together by a shared approach to working really hard but also an acknowledgement that our work and relationships as a team should and can be fun.

If you're excited by this then please do apply as you will get the chance to come in and meet the team and get a feel for what we do in person.

Best wishes,

Charlie Kennard - Principal

About Games Design at ELAM

The Games course at ELAM is designed to provide our trainees with the professional level of practical and theory skills required to become future leaders in the games industry. Our course is developed in association with our industry partners Creative Assembly and leading University establishments to ensure that our trainees have a holistic understanding and application of all aspects of video game development. This is a highly project-based course where trainees will undertake a rigorous Indie Game bootcamp developing advanced skills in art, level design, programming, game mechanics, sound engineering, game testing and distribution.

Role Purpose & Description

We are looking for a well-rounded, innovative and creative Games teacher with specialised experience in games programming to join an established department delivering an exciting holistic games course supported by major industry partners.

Role Responsibilities

- ❏ Very high standards of planning and a reflective approach to improving teaching lessons and schemes of work
- ❏ An understanding of the importance of high quality feedback
- ❏ Passion for upcoming developments in digital technology
- ❏ Willingness to engage with high profile games industry partners
- ❏ Experience with project based programming for games design
- ❏ Experience with Games Engines like Unreal or Unity
- ❏ Understanding of the Games Development pipeline
- ❏ Strong working knowledge of 3D modelling software like Maya or 3DS Max
- ❏ Familiarity with Digital/Motion Graphics software like Photoshop or After Effects
- ❏ Play an active pastoral role as an Academy Tutor and ensure that our Trainee's emotional and social needs are met and that they feel part of our overall community;
- ❏ Engage with the ELAM Extended Day by providing opportunities for ELAM's Trainees outside of the teaching day;
- ❏ Actively promote the achievements of Trainees; and
- ❏ Safeguard and promote the wellbeing of all Trainees and provide learning experiences that are personalised to their needs.

Person Specification

ELAM is a values based organisation and therefore we are looking for people who can both reflect and identify with our five core values. We have outlined below what we expect these to look like on a day to day basis in this role.

Excellence
Our vision requires us to have high standards. We want our trainees to be the leaders of the creative industries one day and thus our staff and provision needs to reflect this, otherwise our work won't achieve our goals. We are looking for people who can demonstrate the following:

- ❏ undergraduate degree (desirable);
- ❏ qualified teacher status (desirable);
- ❏ track record of achieving outstanding student results;
- ❏ experience of writing schemes of work (desirable);
- ❏ excellent organisation and planning skills; and
- ❏ outstanding classroom practice with a proven record of ensuring the excellent progression of students across all abilities;

Innovation
As a relatively new institution, a large part of our early success has been as a result of the opportunity we were given to innovate and test new practices, processes and systems. This is a huge part of our culture and something we want to retain as we continue to grow. While this is incredibly exciting, it is also extremely challenging at times. We are therefore looking for people who can demonstrate the following:

- ❏ comfortable with IT and technology, we use IT and specifically the Google Suite (Google Classroom, Gmail, Docs etc) extensively across the school. We are not looking for programmers but for people that will be comfortable in such an environment;
- ❏ experience of using data and other contextual information to inform practice;
- ❏ able to innovate and look at conventional practices and problems from new angles to achieve ambitious outcomes; and
- ❏ skilled at implementing and developing student culture of high expectations and achievement.

Integrity
At ELAM we have a strong vision for the development of our trainees and staff. One of our strengths is the diversity of these groups and therefore we are looking for people who can demonstrate the following:

- ❏ passionate about using ELAM's Vision to deliver outstanding outcomes;

❏ takes an honest, respectful and empathetic approach to people and situations;
❏ willing to have a strong, open and honest relationship with colleagues; and
❏ demonstrate high levels of professionalism.

Collaboration

Our success to date has been based on the fact that we have been able to work together as a team effectively. We want to retain our collaborative culture and environment as we grow and we are therefore looking for people who can demonstrate the following:

❏ experience collaborating with other teachers or departments to improve practice;
❏ outstanding relationship building skills;
❏ engaging and able to quickly build rapport with young people in a KS5 environment;
❏ able to establish good working relationships with staff, trainees, parents and other relevant stakeholders including external agencies;
❏ written and verbal communication skills; and
❏ able to coach and support trainees individually as well as in groups.

Drive

Our work is hard; we are constantly solving new problems and we fail regularly. As a result of this, we have to be able to commit to a process of continuous learning and development in order to keep moving forward and avoid making the same mistakes. We are therefore looking for people who:

❏ take a proactive approach to their professional work and regularly go the extra mile;
❏ a belief in the capacity for achievement in spite of circumstance;
❏ a commitment to CPD and strengthening pedagogy;
❏ a strong aptitude for learning to continuously develop personally and professionally; and
❏ take a solutions focused approach to problems they encounter.

Salary and how to apply

Salary: **MPS Inner London**

The start date for this role would be **September 2018**, with ELAM looking to engage with the appointed candidate prior to this.

This post is subject to receipt of a satisfactory Enhanced DBS Check

To apply for this role please send a covering letter and CV to mnelson@elam.co.uk