

JOB DESCRIPTION

POST TITLE: Teacher of Engineering (Engineering/Electronics/product design - please specify your specialism on application form)

POST RESPONSIBLE TO: Lead for Engineering and Design

SALARY: Main pay/upper pay scale (depending on experience)

INTERVIEW DATE: 14 June 2026

START DATE: September 2026

JOB PURPOSE

To perform all the professional duties of a teacher under the direction of the Lead Teacher for Engineering.

To be an outstanding classroom practitioner who consistently delivers the highest standards of teaching and embraces our vision of a curriculum that ensures our students achieve the highest outcomes in Engineering.

DUTIES AND RESPONSIBILITIES

Principal Responsibilities

- To ensure that the vision and values of WMG Academy Trust are evident in every aspect of the role
- To lead by example and model the highest professional standards to staff, students, parents and partners in all aspects of the role
- Working with other colleagues, play an active role in delivering WMG Academy Trust priorities, culture and vision
- To contribute to the development plan for the department and the WMG Academy Trust
- To play an active role in the marketing and recruitment of students, parental reviews and other events at the relevant WMG Academy for Young Engineers
- To meet regularly with your Line Manager and be accountable for your own performance management
- To attend meetings as required
- To ensure effective use of resources to the benefit of all staff and students
- To comply with health and safety rules and legislation, ensuring the safety of students and staff at all times
- To be involved in the enrichment programme for the WMG Academy Trust
- To maintain discipline in accordance with the policies and procedures for the relevant WMG Academy and to encourage good practice with regard to punctuality, attendance, behaviour, standards of work and independent learning
- To comply with all policies and procedures of the WMG Academy Trust.

Curriculum

- To work with the subject lead to develop and implement an innovative curriculum and relevant programmes of study
- To engage with employers to develop learner employability skills, ensuring work related learning experiences are at the core of the WMG Academy Trust curriculum

Teaching and Learning

- To ensure a high-quality learning experience for students that engages and excites them;
- To promote the highest standards of teaching and learning, share best practice with other curriculum areas and develop the Academy model for outstanding learning;
- To be committed to continue improvement in teaching practice to ensure students achieve outstanding outcomes
- To set high expectations of students' behaviour through good classroom discipline, adherence to Academy policy, focused teaching and productive relationships
- To demonstrate outstanding teaching across the full ability range from Years 10 to 13, delivering Engineering and other areas of the curriculum where required
- To provide a variety of learning materials and resources for use in educational activities and to identify and select different resources and methods to meet students' varying needs
- To establish a purposeful and safe learning environment conducive to learning
- To ensure learning is relevant for all students according to their educational needs
- To maintain and develop an excellent knowledge and understanding of the subject area and related pedagogy, including the contribution that Product Design can make to cross-curricular learning
- To make effective use of an appropriate range of observation, assessment, monitoring and recording strategies
- To develop schemes of work and lesson plans in conjunction with your Line Manager and with other departments as relevant
- To ensure that learning objectives are shared with students and are achieved during sessions
- To design opportunities for students to develop their literacy, numeracy, ICT and thinking and learning skills appropriate within their phase and context
- To set appropriate work for classes when absent
- To ensure that sequence of learning, including lesson plans, are in place that will enable access to the highest grades by all students in all courses taught in Engineering
- To keep up to date with developments in the curriculum area, teaching methods and resources and make relevant changes to schemes of work and lesson plans as appropriate
- To hold positive values and attitudes and adopt high standards of behaviour in your professional role.

Assessment, Recording and Reporting:

- To assess the achievement of learning objectives within sessions and reflect this in own teaching practice and the learning of students
- To evaluate performance of students within your lessons, providing feedback for parents, students, staff, SLT
- To assess student work regularly with timely feedback, setting targets for improvement
- To ensure that learners meet and exceed the targets they are set and are aware of what they need to do to improve
- To ensure that the Assessment, Reporting and Recording policy is adhered to for learners within your lessons

- To assess in line with Awarding Body requirements and ensure that it is timely

Pastoral duties:

- To be an active Pastoral tutor working with an identified cohort of learners across all years.
- To follow the pastoral system policies and procedures as identified by the Assistant Principal
- To deliver effective pastoral sessions this will include PSHE, Citizenship, CIAG and pastoral reviews
- To conduct individual reviews with your identified cohort developing an Individual Education Plan for each of them
- To act as the main point of contact with parents for the identified cohort of learners and perform reviews with them.

All our academic staff will be measured against the teachers' standards.

Any other duties commensurate with the level of this post and as directed by the Associate Principal, SLT and CEO.

Person Specification for Teacher of Engineering

The person specification focuses on the knowledge, skills, experience and qualifications required to undertake the role effectively:

REQUIREMENTS The post holder must be able to demonstrate:	ESSENTIAL (E) or DESIRABLE (D) REQUIREMENTS
QUALIFICATIONS	
Honours degree or equivalent in relevant subject	D
Post graduate or further relevant professional studies	D
Qualified teacher status	E
EXPERIENCE	
Proven record of success as a teacher in education or within an industrial environment	D
Experience of working with a range of partners both in and outside the world of education	D
Understanding of outstanding teaching, learning and assessment strategies	E
Understanding of behaviour for learning	E
Relevant worked based professional experience	D
KNOWLEDGE AND SKILLS	
Excellent subject knowledge	E
Knowledge and understanding of current curriculum developments	D
Ability to analyse and interpret student performance data and set targets	E
Ability to create an ethos which enables all students to achieve their potential	E
To be able to work effectively as a team	E
Excellent literacy, numeracy and ICT skills	E
An ability to inspire students in Y10 to Y13	E
PERSONAL ATTRIBUTES	
To work under pressure and meet deadlines	E
Confidentiality and discretion	E
Ability to organise, plan and prioritise	E

Excellent communication skills	E
A commitment to safeguarding to learners within the academy	E
Enthusiasm, optimism and energy	E

All offers are subject to clearance of references and enhanced DBS checks

FURTHER PARTICULARS

“We have some of the best companies and supply chains in our local area, and they all desperately need new talent and skills to help them grow. That is why the WMG Academy for Young Engineers is so important.” — **The late Professor Lord Bhattacharyya, Chairman, WMG**

The WMG Academy for Young Engineers

The WMG Academy for Young Engineers Multi-Academy Trust was established in 2014 to provide a revolutionary way of learning for the engineers and digital leaders of the future. Our Trust—comprising academies in Coventry and North Solihull—is built on a unique partnership between the **University of Warwick** and global industry giants such as **Jaguar Land Rover, National Grid, and Rolls-Royce**.

We cater to 13–19-year-olds who are passionate about Engineering, Science, and Digital Technology. Our mission is to produce well-educated, industry-ready learners who possess not only top-tier qualifications but also the professional skills required to dominate the modern workforce.

Our Curriculum & Vision

We offer a bespoke, employer-led curriculum that bridges the gap between the classroom and the boardroom:

- **Key Stage 4:** A core focus on STEM, including Triple Science and Engineering, alongside options like **Computer Science** and Business.
- **Key Stage 5:** A flexible, high-performance pathway including A-Levels, technical qualifications, and the **T-Level in Digital**.
- **Year 9 Foundation:** A themed curriculum designed to spark curiosity and build the technical vocabulary needed for GCSE success.

WMG Academy Coventry: A "Good" School (Ofsted 2022)

Located near the University of Warwick, our Coventry Academy is a hub of innovation.

- **Industry-Standard Facilities:** Our Engineering Hall contains over **£1M of specialist equipment**, supported by three dedicated CAD/CAM suites.
- **Sixth Form Excellence:** Our Post-16 provision consistently ranks at the top of the city’s performance tables.
- **Beyond the Classroom:** We offer world-class enrichment, including **F1 in Schools, GreenPower, and the European Space Agency’s CanSat project**.

The Working Day

We mirror a professional working environment. Our timetable runs from **8:30 am – 4:15 pm (Tuesday and Wednesday)** to accommodate deep-dive learning and enrichment. On Mondays, Thursdays, and Fridays, the day concludes at **3:20 pm**.

How to Apply

For more information or to arrange a visit, please contact us:

- **Phone:** 02476 464 661
- **Email:** coventryrecruitment@wmgacademy.org.uk