**JOB DESCRIPTION**

**POST TITLE:** Engineering Technician

**POST RESPONSIBLE TO:** Lead for Engineering

**SALARY:** Grade 4 SCP 18 - £17,891

**CLOSING DATE:** **Friday 21st July 2017 at 9.00am**

**INTERVIEW DATE:** **Week Commencing 24th July 2017**

**START DATE:**  1st September 2017

**JOB PURPOSE**

To provide general and practical support to staff and students within the Engineering department, including preparation and maintenance of resources and equipment, leading and supporting practical delivery within the engineering workshop in accordance with strict health and safety guidance procedures.

**Principal Responsibilities**

* To ensure the timely delivery of the practical engineering curriculum by way of the safe provision and removal of relevant engineering materials and apparatus;
* To ensure the ethos of the WMG Academy and those of the sponsors are evident in every aspect of the discharge of the duties of the post;
* Model the highest professional standards to staff and learners in all aspects of the role, maintaining a visible presence around the academy and leading by example;
* Be committed to working in a forward-thinking, creative organisation, being prepared to support lead teachers in engineering with the delivery of lessons and learning experiences including:-
* workshop activities; milling, turning, bench fitting and CNC
* model making, prototyping and 3D realisation
* stores and materials management
* production of components and models in line with specific industrial briefs
* maintenance of machinery and equipment to the highest standards
* To be responsible to the curriculum leader in engineering in co-ordinating the use of and development of practical resources and facilities, including the provision of guidance and support in meeting the practical requirements of the engineering curriculum, including liaising with all areas of the academy and external organisations;
* Organising the technical support to the engineering area, including assisting in practical classes, carrying out demonstrations, preparing resources, assembling apparatus;
* Giving technical advice to teachers, technicians and learners;
* Support with risk assessments and ensure safe systems of work are in place and adhered to;
* Work closely with the science department in management of shared areas equipment;
* To assist and support for the promotion and observance of a healthy and safe working environment for the technical support service by:-
* contributing, to the review of both health and safety procedures and information resources;
* keeping up-to-date with current procedures and practices through continuing professional development;
* supporting with the provision of technical advice on health and safety issues to staff;
* the safe storage, use and disposal of used materials, including hazardous substances and responding to actual or potential hazards;
* ensuring that equipment is clean and workshop area is tidy and in accordance with health and safety guidance at all times.
* To support and control of practical resources including:
* Assist on stock control, compiling orders, liaising with suppliers and maintaining appropriate records;
* To support the engineering department on routine and non-routine checking, cleaning, maintenance, calibration, testing and repairing of equipment to the required standard.

**Teaching and Learning**

* When directed to do so, plan and deliver group sessions in which learners are tasked with completing practical or theoretical engineering work;
* Liaise with teaching staff on a regular basis and where necessary, support the delivery of the curriculum in our flexible learning bases;
* To develop knowledge of effective teaching practices to support the delivery of the curriculum;
* To have an overview of engineering schemes of work and suggest ways in which the resources can support learning within these programmes.

**Pastoral duties:**

* To be involved in the pastoral life of the academy, fulfilling mentoring and ‘company’ pastoral roles in which your status as a role model within the academy is used to raise learner aspirations and sign-post to effective personal development opportunities.

**Any other duties commensurate with the level of this post and as directed by the Executive Principal or Associate Principal.**

**Person Specification for Engineering Technician**

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

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| **REQUIREMENTS**The post holder must be able to demonstrate: | ESSENTIAL (E) orDESIRABLE (D)REQUIREMENTS |
| **QUALIFICATIONS** |
| GCSE (or equivalent) grade C or above in Mathematics and Science | D |
| Relevant L3 STEM qualification | D |
| Degree or post-graduate study | D |
| **EXPERIENCE** |
| Proven record of work/experience in a technical environment | E |
| Experience of the operational functioning of an engineering technician environment | D |
| An awareness of Health and Safety in a technical environment | E |
| An understanding and demonstration of barriers to learning and how to overcome this  | D |
| Understanding of outstanding teaching, learning and assessment strategies | D |
| Experience of working with Gifted & Talented/SEN pupils | D |
| Relevant worked-based professional experience | D |
| Experience of working with a range of partners both in and outside the world of education | D |
| **KNOWLEDGE AND SKILLS** |
| Excellent subject knowledge | E |
| Ability to create an ethos which enables all learners to achieve their potential | E |
| To be able to work effectively as a team | E |
| Excellent interpersonal skills and ability to work in partnership with a diverse range of stakeholders | E |
| Excellent communication skills | E |
| Competence in literacy, numeracy and ICT skills | E |
| Knowledge and understanding of health and safety policy  | E |
| Knowledge and understanding of current curriculum developments | D |
| An ability to inspire learners in Y10 to Y13  | D |
| **PERSONAL ATTRIBUTES** |
| To work under pressure and meet deadlines | E |
| Commitment to well-organised, safety-driven practices | E |
| Confidentiality and discretion | E |
| Ability to organise, plan and prioritise | E |
| Flexibility and adaptability | E |
| A commitment to safeguarding to learners within the academy | E |
| Enthusiasm, optimism and energy | E |
| A commitment to equal opportunities and a strong belief in inclusive education practice and that learning for all students is supported | E |

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

**THE WMG ACADEMIES FOR YOUNG ENGINEERS**

“*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”*

*Professor Lord Bhattacharyya, Chairman, WMG*

**The WMG Academy for Young Engineers Trust**

The WMG Academy for Young Engineers Multi Academy Trust was formed in March 2015. Following the successful opening of the Coventry Academy in September 2014, the WMG Academy Trust opened its second Academy in September 2016 in North Solihull.

Formed between a partnership of the University of Warwick (led by the Warwick Manufacturing Group – WMG) and with the support of national, regional and local businesses such as Jaguar Land Rover, National Grid, Arup and Balfour Beatty, the Trust is committed to providing a better way of learning for the Engineers of the future.

The Trust is made up of members from industry including the EEF and the Local Authorities Chamber of Commerce and the University of Warwick who have led the development of the WMG Academies and oversee their running from a strategic perspective.

Both Academies focus on engineering and digital and information communication technologies, catering for approximately 600 students each aged between 14 – 19 years of age.

As well as a core curriculum at Key Stage 4, which includes GCSEs in the core subjects maths, science, English and computer science, students can select from options which include a modern foreign language, a humanities subject and free option subjects. In addition, all Key Stage 4 students follow the Level 2 Cambridge Nationals course in Engineering worth up to 3 GCSEs equivalent.

Students at Key Stage 5 can follow a flexible pathway bespoke to their needs. Students can choose to take just STEM A-Levels or combine 3 traditional A-Levels with the Level 3 OCR Technical in Engineering worth the equivalent of 1 A-Level. Alternatively, students at post 16 can study a larger Engineering qualification such as the BTEC Level 3 Diploma in Engineering and combine it with an A-Level or the Extended Project Qualification.

The ethos of both academies is ‘business-like, business-led’.

**WMG Academy for Young Engineers, Solihull**

Opened in September 2016 with 2 cohorts, Year 10 and Year 12, the Solihull Academy boasts over £2M of specialist equipment and ICT. Developed along a similar open plan design to Coventry, the Solihull Academy occupies a slightly bigger footprint.

Dedicated ICT facilities include 3 CAD suites and student PC access in all teaching rooms giving unrivalled access to industry standard software. These facilities allow innovative teaching pedagogy through digital technologies.

The new Academy occupies land adjacent to the Chelmsley Wood shopping Centre, North Solihull and draws from a wide catchment of East Birmingham, Solihull and North Warwickshire. The Solihull Academy follows the template of the 8.30 am – 4.30 pm working day used in the Solihull Academy and has the additional flexibility of incorporating some enrichment into the Academy day due to its close proximity to North Solihull Sports Centre and having its own multi-use games area and activity hall.

**Our Vision**

We will ensure that our students have raised aspirations that will provide the motivational drive to succeed. Strong employer and further and higher education links, as well as a professional ethos and culture, will ensure the students will be in demand from employers.

Our unique status of working very closely with some of the biggest employers in the region means that we have shaped the curriculum from day one to ensure we produce students with a professional ethos and culture that is in high demand in today’s working world.

The focus of the Engineering specialist curriculum is a series of projects – real business-focused, practical problems and challenges that reflect fully the world of work. Employers provide mentors to help our students get a full understanding of life in engineering. This ‘better way of learning’ means that education will be exciting for our students. We will give them an experience of real value; one that will lead to a diverse range of positive progression pathways for every single student.

Team working is the norm and students will work together to develop the skills that employers value. We are committed to developing team working, problem solving, creativity, leadership, communication, resilience and an ability to respond to change. As staff, it is our role to model those skills and behaviours to our students in everything that we do.

**The Role**

WMG Academy is looking for an experienced technician who has the ability to teach. The successful candidate will inspire and enthuse learners with their passion, ensuring that the WMG Academy’s outcomes in engineering are outstanding.

Reporting to the Lead for Engineering, you will be responsible for all aspects of technical support for engineering. All staff will have a substantial pastoral role to fulfil.

This is a unique opportunity to be involved in our academy; designing and leading an innovative approach to learning and ensuring that learners achieve the highest outcomes and opportunities.