

# Subject Lead for Design & Technology

## Job Description and Information



## WELCOME

Welcome to Ormiston Ilkeston Enterprise Academy, a school full of warmth and purpose.

I take enormous pride in leading an incredible team of staff who are resolute and steadfast in their determination to improve the life chances of our young people and address educational disadvantage in our setting.



We are looking for like-minded individuals as we expand our team to accommodate growing student numbers. Having recently been rated as Ofsted Good, it is an exciting time to join us!

Our success to date is due to the fact we live and breathe our CARE values of Courage, Ambition, Respect and Excellence. These values help to determine our strong culture and create a climate in which every member of the school community is able to develop and improve. We are relentlessly positive and passionately care about the community that we serve.

Colleagues enjoy working here as we prioritise and build a sense of belonging. There is a calm and purposeful atmosphere around the academy, with high standards set for all aspects of academy life.

We adopt a 'work to live' mentality meaning workload is carefully considered with a range of common-sense initiatives deployed, these typically include access to wellbeing days and a sensible approach to flexible working. Our team buys into our philosophy of continuous improvement and benefit from the 'development over judgement' mantra. We realise and appreciate that staff are our greatest resource.

Other benefits for teachers include:

- Access to a fully planned and resourced curriculum
- No marking (other than assessments)
- Reduced teaching load as part of wider cover provision
- Centralised behaviour systems
- Named coach / buddy for all new teachers
- All Intervention and Enrichment included as part of directed time

I appreciate that I might be biased but this is a truly great place to work, and you won't regret applying. Come for a visit beforehand and see for yourself.

We look forward to meeting you soon,

**Mr Simon Leach**  
**Principal**



## Subject Lead for Design & Technology

**Full time – 32.5 hours per week**

**Permanent**

**MPS/UPS plus TLR of £5,880 per annum  
for subject leadership responsibilities**

**Easter Start**

If you are an experienced leader and teacher who is passionate about your subject, ready to lead and inspire a team, and committed to driving excellence in teaching and learning, then this could be the perfect opportunity for you.

We are looking for brilliant leaders and teachers to join this forward-thinking Academy and develop the quality of teaching and learning within their subject area. We are seeking to employ teachers who have a thirst to develop young people and build teams committed to academic and pastoral success. This is a fantastic opportunity to play a key role in influencing positive learning outcomes for our students, both within your own subject area and whole school.

Our new colleague will also benefit from being part of Ormiston Academies Trust, a MAT of 44 primary and secondary academies. The Trust's vision is for all young people to have access to the highest academic, social and practical skills required to achieve their full potential. OAT support all staff so that they can enhance and develop their professional skills whatever their role within the trust.

Find out more on the [Ormiston Academies Trust](#) website.

We offer a competitive package of benefits for our staff including:

- *A network of exceptional support staff, teachers, middle and senior leaders.*
- *A supportive and collaborative working environment.*
- *The opportunity to achieve career development through excellent CPD opportunities (at a trust and school level)*
- *Vivup – lifestyle saving, cycle to work scheme, car salary sacrifice scheme, and employee assistance programme*

Visit us online <https://mynewterm.com/jobs/137109/EDV-2025-OIEA-66523> where you can find further information and details on how to apply. Please note that CVs are not accepted.

For an informal chat or to arrange a visit please contact Mrs Meakin, PA to Principal on 0115 9303724 or by emailing [kmeakin@oiea.co.uk](mailto:kmeakin@oiea.co.uk).

**Closing date for applications: 9am on Monday 2<sup>nd</sup> February 2026**

**Interviews date – TBC**

## **Job Description**

**Post: Subject Leader of Design & Technology**

**Scale: MPS/UPS plus TLR of £5,880 per annum for subject leadership responsibilities**

**Hours: Full-time - 32.5 hours per week – Permanent**

**Responsible To: Each subject leader is responsible to the Principal, but this responsibility is delegated to the Head of Department or other Designated Line Manager.**

**Responsible for: All staff deployed in Design & Technology**

### **Role:**

The role of Subject Leader of Design & Technology is a key one within the academy and focuses on raising standards through working with colleagues to ensure teaching is good or better in all lessons.

- Provide vision, leadership and direction for the subjects you oversee
- Improve the quality of teaching and learning within your department
- To be relentless in sharing and embedding best practice throughout your faculty
- Enhance and lead on the curriculum provision within the subject and department
- Build effective teams
- Ensure that standards of provision and achievement consistently improve
- Evaluation of the performance of subjects and making necessary improvements
- Develop policies and procedures to develop your faculty area
- Ensure the smooth day-to-day running of the subject and department

### **Leadership responsibilities:**

- Promote and uphold the academy vision and priorities
- Help develop a positive school culture and climate
- Support the leadership team on a daily basis in establishing the core values of the academy throughout the community
- Contribute to management decisions on all aspects of policy, development and organization, self-evaluation and improvement planning
- Build excellent relationships and working practices to support all staff in delivering on academy priorities
- Support the development and improvement of curriculum and delivery
- Lead on an area of whole school responsibility: for example, initial teacher training, NQT's, Most able, Pupil Premium
- Actively engage with up-to-date research and evidence

### **Head of Department Responsibilities:**

- Teacher of Design & Technology
- Develop policies and procedures to develop your subject area
- Support the development of curriculum, teaching and learning and assessment within the subject area of responsibility
- Use appropriate data to monitor the effectiveness of the curriculum throughout your department to plan and implement appropriate improvements
- Develop and create a “team”
- Develop the leadership and management skills of post holders and subject leaders within your department
- Liaise with Trust Lead Practitioners to drive forward improvement

### **Teaching and Learning:**

- Plan and deliver highly effective art lessons as a model of best practice throughout the department
- Monitor the quality of provision across the department
- Coach and support colleagues within your department, in line with appraisal and performance management procedures, to ensure the first quality teaching of the curriculum
- Promote high expectations of behaviour and attitudes by ensuring school policies are followed consistently throughout the department

### **Assessment and Feedback:**

- Lead the department in the planning and implementation of appropriate assessment of the impact of the curriculum
- Lead activities which ensure that all assessment is moderated and there is a consistent standard across the department
- Monitor the quality of feedback throughout the department to ensure that it results in progression for students

### **Operational planning:**

- Support the construction of the academy’s assessment and reporting cycle
- Lead the construction of the facilities, CPD program, in line with the academy CPD program and expectations
- Support in updating the academy’s prospectus annually

### **Service provision:**

- Line management of all faculty staff
- Ensure effective implementation of provisions to ensure that the progress of all groups of students improves relative to their peers
- Monitor the progress of all students across the department

### **Service development:**

- To seek continually to ensure value for money and performance improvement across the department
- To be responsible for personal CPD and participate fully in training and development opportunities identified by the academy, Ormiston Academy trust or as an outcome of performance management
- To keep the work of the department constantly under review

### **Staffing and development:**

- Conduct performance management for identified staff
- To coach, develop and improve members of your team
- To help recruit suitable team members

### **Quality Assurance:**

- Support the Principal in ensuring that academy policies in all areas are followed by all staff
- Continuously reviewing provision in areas of responsibility against performance targets
- Analyse and interpret relevant data, research and inspection evidence to inform provision and seek improvement where necessary
- Ensure that personal contribution to curriculum delivery is an exemplar to other academic staff

### **Management information and Administration:**

- Ensure all information required by the advisory board, senior staff, Principal and Academy Trust, to evaluate the academy's provision is produced accurately, timely and efficiently

### **Communications:**

- Effectively articulate to all stakeholders and in a variety of ways, the vision which underpins all aspects of the academy's provision and support
- To ensure that all communications with service users demonstrate the values of the school

### **Marketing and Liaison:**

- Develop, nurture and maintain the positive image of the academy and the wider Academy Trust
- Attend all functions and meetings necessary to support the delivery of the role, ensuring the values of the academy and Academy Trust
- Actively promote the service of the academy and the Academy Trust

### **Other Specific Responsibilities:**

- To contribute to the overall ethos, work and aims of the Academy and the Academy Trust
- To carry out all duties in the most effective, efficient and economic manner
- To continue personal development in the relevant area
- Participate fully in the arrangements made in accordance with the Performance Management Policy
- Perform any other reasonable duties as requested by the Principal

This job description is current at the date shown, but in consultation with you may be changed to reflect or anticipate changes in the job, commensurate with the grade and job title.

**Ormiston Ilkeston Enterprise Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The Academy's Child Protection and Safeguarding Policy can be found on our website: <https://www.oiea.co.uk/admin/wp-content/uploads/sites/21/2024/10/Child-Protection-and-Safeguarding-2024.pdf>**

**Suitability checks will be undertaken including two satisfactory references, medical clearance, Enhanced DBS check, including Children's Barred List, confirmation of qualifications, Prohibition Order or Interim Prohibition Order, verification of ID and of the Right to Work in the UK, Proof of NI Number.**

*Please see Person Specification on the next page.*

## Person Specification

**Post: Subject Leader of Design & Technology**



**Scale: MPS/UPS plus TLR of £5,880 per annum for subject leadership responsibilities**

<b>Essential Requirements</b>	<b>Method of Assessment A = Application I = interview</b>
<b>1. Experience/Qualifications/Training</b>	
1. Qualified teacher status	A
2. To have undertaken relevant CPPD during the last two years.	A
3. To be an exciting and innovative classroom teacher	A & I
4. To have successful teaching experience across KS3 and KS4.	A
5. To have experience of curriculum planning, devising schemes of work and managing a team of teachers.	A
<b>2. Abilities</b>	
1. The ability to lead, manage and work as a member of a team.	I
2. The ability to motivate staff through personal influence, purposeful leadership and concern for others.	I
3. The ability to motivate and engage students in the learning process through personal influence and concern for individual needs	I
4. The ability to initiate, lead and manage on-going curriculum innovation to improve teaching and learning.	A & I
5. The ability to work to targets and monitor progress	I
6. The ability to plan and organise high quality lessons	A & I
7. The ability to assist in developing and implementing faculty policies and systems	I
8. The ability to communicate effectively and build purposeful professional relationships with colleagues and students	I
<b>3. Special knowledge</b>	
1. To understand the learning process and educational needs of youngsters	A & I
2. To understand the personal, emotional and social needs of students	I
3. To have a clear understanding of the statutory curriculum requirements of the specific subject/curriculum area	I
<b>4. Commitment</b>	
1. Commitment to the academy's values and principles, aims and policies.	I



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