

## Job Description

### Subject Lead for Design and Technology



**Responsible to:** Deputy Head Teacher

**Salary:** MPS / UPS + TLR 1b

#### **Overall Objective of the Post:**

The Subject Leader holds full responsibility for the strategic leadership, quality assurance, and successful delivery of design and technology across all key stages. This includes designing and evaluating the curriculum, leading staff development, driving high standards of teaching and learning, and maintaining strong departmental presence. The Subject Leader is accountable for outcomes, behaviour, consistency, and the long-term development of the subject.

#### **Key Responsibilities**

##### **1. Strategic Leadership & Vision**

- Establish and communicate a clear, ambitious vision for the subject aligned with whole-school priorities.
- Lead long-term and medium-term curriculum planning, ensuring ambition, coherence, and progression from KS3 to KS5.
- Produce and evaluate the annual subject improvement plan based on robust evidence.

##### **2. Leadership Presence & Departmental Culture**

- Maintain a **strong and consistent leadership presence** across the department, ensuring high expectations are met in lessons and shared spaces.
- Lead behaviour expectations within the subject, ensuring routines are implemented consistently by all staff.
- Promote an inclusive, aspirational, and high-performance departmental ethos.

##### **3. Monitoring & Quality Assurance (Full Ownership)**

- Design, lead, and evaluate the full departmental QA cycle, including:
  - formal learning walks
  - lesson observations
  - book scrutiny
  - curriculum audits
  - assessment quality checks
- Use evidence to identify strengths and priorities, and hold staff accountable for implementing improvements.
- Lead departmental self-evaluation and contribute to whole-school reviews.

##### **4. Curriculum Leadership**

- Ensure the curriculum is ambitious, inclusive, and sequenced to secure exceptional progress for all learners.

- Oversee development and maintenance of high-quality resources.
- Ensure curriculum intent is consistently enacted through high-quality teaching across all groups and year levels.

## **5. Teaching, Learning & Staff Development**

- Lead teaching and learning across the subject, modelling excellence and driving pedagogical improvement.
- Line manage staff, conduct appraisals, and provide structured professional feedback.
- Plan, deliver, and evaluate high-impact subject-specific CPD.
- Support and oversee the development of trainees and ECTs.

## **6. Assessment, Data & Accountability**

- Lead assessment design, moderation, and data analysis across all key stages.
- Monitor attainment, progress, and gaps, implementing intervention strategies where needed.
- Report departmental performance to senior leaders and contribute to whole-school accountability processes.

## **7. Resource & Budget Leadership**

- Manage the subject budget effectively and ensure resources are well maintained and deployed strategically.
- Oversee compliance with health and safety requirements, particularly in practical subjects.

## **8. Wider Contribution**

- Represent the subject at whole-school events, leadership meetings, and external networks.
- Promote enrichment, competitions, clubs, and wider opportunities that enhance the curriculum.
- Contribute proactively to whole-school initiatives and improvement priorities.

### **All employees have a responsibility**

- To undertake training and development as required and to assist, where appropriate and necessary, with the training and development of colleagues;
- For their own and others' health and safety, and for adhering to guidelines for the safeguarding of children;
- To be an ambassador for the Academy

*Harton Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. Successful applicants will be required to obtain an Enhanced Certificate of Disclosure from the Disclosure and Barring Service.*

## ***Person Specification***

**Please provide evidence in your application as to how you believe you meet the criteria listed above.  
We will also seek evidence of these at interview**

	<b>Essential</b>	<b>Desirable</b>
Proven track record of high-quality teaching across multiple key stages.	✓	
Demonstrable leadership ability and capability to inspire and empower others.	✓	
Strong curriculum knowledge and strategic understanding of effective subject leadership.	✓	
Excellent communication, organisation, and analytical skills.	✓	
Commitment to safeguarding and raising achievement for all learners.	✓	