

George Watson's College wishes to appoint a full time Teacher of Design, Technology and Engineering from August 2025. The vacancy represents an opportunity for an outstanding practitioner to make a high profile contribution to the success of one of Scotland's leading schools. The post would be suitable for a probationary teacher.

THE SCHOOL

George Watson's College is one of the country's best co-educational independent day schools. Despite its size, everyone remarks that it has a small-school 'feel': the close-knit and friendly relationships amongst all its constituents are a hallmark of the School. Its motto – *ex corde caritas* (Love from the Heart) – is central to its values as it seeks to sustain what is described as 'The Watson's Family'.

This tangible sense of togetherness is significantly enhanced by everyone being on one purpose-built site, which is located in the attractive residential district of Morningside, to the South West of the centre of Edinburgh. Edinburgh itself is the second strongest city economy in the UK, outside of London, with the highest percentage of graduates and professionally qualified adults in the UK and over 25% of school age children attending fee-paying schools. Watson's is proud of its independent status and, whilst remaining true to its Scottish roots, seeks to sustain and develop an international perspective. The curriculum is adapting to the innovations inherent in Scotland's Curriculum for Excellence and the new Scottish National Qualifications.

The School welcomes a wide range of academic ability, and has very high academic standards, with 90% of pupils going on to Higher Education and a large proportion of pupils achieving outstanding success. Watson's also has excellent facilities, and offers a huge range of courses as well as extra-curricular activities. In addition, it has particular strengths in Sport, Music, Drama, Outdoor Education, Technology and in Support for Learning. The School is very well resourced with a campus-wide IT network.

The Principal, Lisa Kerr, took up post in 2024. Leadership of the Senior School is delegated to Gordon Boyd, Head of the Senior School, and the Senior School Leadership Team, including three Deputy Headteachers and three Assistant Head Teachers. A similar structure exists in the Junior School.

The Senior School

The leadership of the Senior School is delegated by the Principal to the Head of Senior School who works closely with a team of Deputy and Assistant Headteachers and Principal Teachers. The leadership model enables Principal Teachers to shape the character of their department within an overall ambition for the Senior School and George Watson's College as a whole. Principal Teachers are encouraged to play a role in the development and implementation of practice in all aspects of the Senior School, especially in improving curriculum design, pupil support and learning and teaching.

Our work with pupils and amongst ourselves is characterised by good relationships which, in turn, creates the context for better learning. We aim to be an inclusive school and to find ways to recognise and celebrate our diversity. We have achieved Gold Status as a Rights Respecting School and we have been awarded Gold Level by LGBT+ Youth Scotland.

Approximately two-thirds of pupils in the Senior School have progressed there from the Junior School. On arrival, they have a carefully worked out induction programme which includes a residential experience together in the first term.

In First and Second Year, a diverse and stimulating timetable balances challenging academic progression with a variety of learning experiences, including in two foreign languages. Pupils study many of their subjects in their form classes but are set in English and Mathematics. This enables them to progress at a pace that provides the appropriate level of challenge and provides them with an opportunity to mix with the rest of their year group.

From Second Year, pupils discuss their personal targets and study options with teachers, through to their key certificate examinations, and we ensure that they choose subjects and levels that match their abilities and aspirations.

At Watson's we are proud of the exceptionally broad range of certificate courses we offer. Available at various levels of certification within the national qualifications framework, our extensive provision includes subjects across the spectrum of arts, sciences and social sciences, with a notably wide selection of languages, including Mandarin Chinese.

It is important that we prepare pupils for the increased independence they will require after school. A programme of study skills encourages independent thought and enquiry. Throughout their time at Watson's, pupils make confident use of our outstanding IT facilities and our Library.

Design, Technology and Engineering Department details

Teaching is carried out in our bright and spacious environment. The modern and purpose built building, comprises the following spaces:

- Teaching area / workshop (1)
- Classrooms (4)
- Open plan Computer Suites (1)
- Open plan workshop area

There are currently five full time members and one part time member of teaching staff and one technician within the Department. We deliver a broad based Design and Technology curriculum to all pupils in S1 and S2. From S3 onwards, pupils have the option to study Graphic Communication, Engineering Science and Design and Manufacture; and follow the SQA Certification route to Advanced Higher level within our formal curriculum. In addition to the formal curriculum we also run a number of enrichment and core lessons within the school timetable. The department also runs a number of extra

curricular clubs. Our Upcycling and Greenpower club has been a particular success over the last couple of years.

The Department's Philosophy and Aims

Through the courses we teach, it is the Department's aim to provide a stimulating Design and Technology experience where every pupil can reach their full potential. This is a subject area that has the capacity to teach a wide range of skills that lead pupils onto a number of directly related University courses and careers. Regardless of whether our students intend to pursue any of our department's subjects beyond S2, it is hoped that the problem solving, lateral thinking, planning, designing, graphic and manufacturing skills that they develop will have a significant, and positive impact on their learning and teaching. Enthusiasm and inspiring pupils about Design and Technology, and the value of Engineering is a fundamental aim of the department.

Courses

The S1 and S2 course follows a broad based Design and Technology activity programme, which meets the demands of the Curriculum for Excellence and serves as a platform for further study in S3 and beyond. The projects they complete include: a Design and Make project, Computer Aided Design and Manufacture project, Graphics project, and a Structures task.

In S3 and S4, pupils have the opportunity to study:

- National 5 Engineering Science
- National 5 Graphic Communication
- National 5 Design and Manufacture
- Craft course (this is part of the core timetable for pupils in S3 & S4)

In S5 and S6, pupils have the opportunity to study:

- Higher Design and Manufacture
- Higher and Advanced Higher Engineering Science
- Higher and Advanced Higher Graphic Communication
- National 5 Practical Woodwork
- Engine Rebuild Course (Enrichment)
- ROV Engineering Challenge Course (Enrichment)

The Department has been closely associated since its inception with the Arkwright Scholarship Scheme. The Arkwright Foundation awards a small bursary for the final two years of school and introduces the successful candidates to sponsorship and career opportunities. Our students have regularly been very successful in gaining Arkwright Scholarships, and we currently have 3 Arkwright scholars.

Outside the formal timetable, the Department has a number of pupils who regularly attend the department to work on individual projects or to be part of our clubs or teams working on competition

work. We are keen to give all our pupils opportunities to be involved in exciting and relevant Design, Technology and Engineering experiences outside of lesson-time.

A highlight for some pupils is the opportunity to participate in the department's successful Greenpower team.

The successful candidate will be expected to contribute to all areas of the Department and the School, and be part of the existing enthusiastic team.

PERSON SPECIFICATION

The person appointed will:

- be a classroom teacher who is registered (or eligible for registration) with the General Teaching Council for Scotland
- be a dynamic and creative teacher
- have excellent teaching, administration, organisation and course planning skills
- experienced in teaching in a workshop and classroom
- strong ICT skills, including experience of working with CAD software
- be prepared to contribute to the department's extra-curricular activities

JOB SPECIFICATION

Line Management

A Teacher of Design, Technology and Engineering is accountable directly to the Head of Design, Technology and Engineering.

General Responsibilities

It is expected that the person appointed will contribute effectively in maintaining the ethos of high expectation and enthusiasm throughout the department and in the classroom.

The person appointed will be expected to teach up to 45 periods (50 or 55 minutes in length) per ten-day timetable cycle (if a Probationer is appointed it will be 38 periods)

The person appointed will be responsible for the learning and teaching of classes employing effective pedagogy, using their skill and experience to enable pupils to become self-regulated and successful learners in achieving their potential in the subject to the full.

They will abide by the Code of Conduct for Staff at George Watson's College.

A contribution to the wider life of the School is an expectation of all staff.

Specific Responsibilities

The person appointed will:

- maintain the Standard for Full GTCS registration. They will be required to undertake relevant CPD, be observed and write up all activities in the GTCS Profile
- work effectively as a member of the department to facilitate outstanding teaching and learning and ensure pupils are properly prepared for examinations
- set high expectations for all pupils, to deepen their knowledge and understanding to maximise achievement
- prepare and provide activities that are appropriate to each year group and suitable for learners' needs
- be confident of their ability to work and respond to the needs of pupils and inspire the next generation of adults
- develop new resources and course materials, as directed by and/or in collaboration with the other staff in the department
- assess, record and report on the work of pupils as required by the School, ensuring that assessments are punctual, meaningful and informative
- contribute to the extra-curricular life of the School
- attend parent evenings and communicate with parents whenever necessary and contribute effectively and positively to the corporate life and welfare of the School
- act as a Form Tutor and/or S6 Tutor as required, carrying out the administrative, pastoral and advisory responsibilities of these roles.
- contribute to enrichment provision of the Senior School by developing and implementing opportunities for pupils both in lesson time and at other times.

Additional Responsibilities

The Teacher of Design, Technology and Engineering should also be willing to undertake such other responsibilities as the Head of Department may from time to time reasonably require.

REMUNERATION

Teaching staff at George Watson's College are paid at a competitive level. The salary is pensionable under the Scottish Teachers' Superannuation Scheme.

DISCLOSURE SCOTLAND - PROTECTION OF VULNERABLE GROUPS SCHEME

All staff must be prepared to undergo screening to confirm their suitability to work with children and young people.

CONTINUING PROFESSIONAL DEVELOPMENT / PROFESSIONAL REVIEW

All staff are required to participate in appropriate programmes of continuing professional development and undergo professional review as set out in the School's policy.

APPLICATION PROCESS

To apply, please include a letter of application of not more than 800 words giving us more information about you and why you would like the role, addressed to Mr Gordon Boyd, Head of Senior School.

Any specific questions relating to the advertised posts can be put directly to Mr Richard Graham, Head of Department at r.graham@gwc.org.uk

Candidates called for interview will be asked to teach a lesson as part of the selection process.

If you require more information about the School, please visit our school website.

Closing date: 11:59pm on Tuesday 1 April 2025

Interviews are likely to take place in the week beginning 21 April 2025 or the week beginning 28 April 2025.