



Erskine Stewart Melville

TEACHER OF ART & DESIGN

SCHOOL	<ul style="list-style-type: none"> • ESM Senior School
DEPARTMENT	<ul style="list-style-type: none"> • Art and Design
REPORTS TO	<ul style="list-style-type: none"> • Head of Department (Art and Design)

ROLE DETAILS	
PURPOSE OF THE ROLE	<ul style="list-style-type: none"> • Teaching Art to ESM Senior School students for 5 periods per week • The postholder will be required to demonstrate a willingness to contribute to the school's extra-curricular programme
ACCOUNTABILITY	<ul style="list-style-type: none"> • The postholder will be accountable to the Head of Department (Art and Design)
AUTHORITY	<ul style="list-style-type: none"> • The postholder will have authority as delegated by the Head of Department (Art and Design)
RELATIONSHIPS	<ul style="list-style-type: none"> • Other teachers in the department • All staff members of ESM, support staff and professional and operational staff • Parents of pupils

DUTIES AND KEY RESPONSIBILITIES	<ul style="list-style-type: none"> • Plan and deliver engaging, creative and well-structured Art & Design lessons. • Inspire and challenge pupils of all abilities, fostering creativity, independent thinking and a high level of practical skill across a range of media and processes. • Create a positive, inclusive and well-managed classroom environment with high expectations for behaviour, effort and achievement. • Assess, track and report on pupil progress, providing clear, constructive feedback to support learning and attainment. • Contribute to collaborative curriculum planning, departmental development, resource management and whole-school initiatives. • Play an active role in the wider life of the school, including extra-curricular activities and promoting the value of Art & Design across the community.
EXTRA-CURRICULAR ACTIVITIES	<ul style="list-style-type: none"> • The post holder is expected to play a full and active part in the extra-curricular life of the school

PERSON SPECIFICATION		
	Essential Criteria	Desirable Criteria
Experience	<ul style="list-style-type: none"> • Recognised teaching qualification (e.g. PGDE/PGCE or equivalent) with eligibility for registration with the General Teaching Council, alongside strong subject knowledge in Art & 	<ul style="list-style-type: none"> • Experience of teaching exam classes (e.g. National 5, Higher, Advanced Higher or equivalent). • Experience of using digital technologies within Art & Design teaching and learning.

	<p>Design across a range of practical disciplines.</p> <ul style="list-style-type: none"> • Proven experience of teaching Art & Design at secondary level, with the ability to plan and deliver engaging, high-quality lessons that promote progression and achievement. • Evidence of effective classroom practice, strong pupil engagement, and confident behaviour management within a studio-based learning environment. • Experience of delivering a broad curriculum using a wide range of media, techniques and processes (e.g. drawing, painting, printmaking, 3D work, photography and/or digital art). • Experience of supporting pupils of varying abilities through effective differentiation, stretch-and-challenge strategies, and inclusive teaching approaches. • Understanding of curriculum design, assessment and progression, with experience of contributing to schemes of work, resources, and maintaining safe practice, alongside a commitment to safeguarding and pupil wellbeing. 	<ul style="list-style-type: none"> • Involvement in extra-curricular Art & Design activities, exhibitions, or enrichment programmes. • Printmaking techniques experience. • Sewing machine skills.
Education/Qualifications	<ul style="list-style-type: none"> • General Teaching Council for Scotland (GTCS) registered, or eligible for registration • Recognised teaching qualification • Subject specific degree level qualification 	
Skills/ Abilities/ Capabilities	<ul style="list-style-type: none"> • A role-model for young people • Ability to multi-task and prioritise • Attention to detail • Independent, self-motivated and organised, with an ability to collaborate with colleagues across the wider school community • Determination to maintain 	<ul style="list-style-type: none"> • Ability to plan and deliver engaging, creative and well-structured lessons. • Strong communication skills, with the ability to explain concepts clearly and inspire learners. • Ability to manage classroom environments effectively and promote positive behaviour for learning.

	<p>high standards and expectations</p> <ul style="list-style-type: none"> • People focused 	<ul style="list-style-type: none"> • Capability to assess, track and report on pupil progress accurately and meaningfully. • Ability to work collaboratively within a team and contribute to shared planning and resources. • Strong organisational skills, with the ability to manage resources, materials and studio spaces safely and efficiently.
<p>Personal Attributes</p>	<ul style="list-style-type: none"> • A motivating presence in the classroom • Excellence as a practitioner • Commitment to the nurture of young people • A friendly, approachable, dependable team-player • Reflective practitioner, committed to continuous professional growth and improvement. • Positive, enthusiastic and resilient, with a strong work ethic. • High expectations of self and pupils, with a commitment to excellence and equity. • Collaborative and supportive team member who values shared success. • Passionate about Art & Design education and committed to inspiring young people. • Creative, innovative and open to new ideas and approaches in teaching and learning. 	