

Engineering/ Design Technology
Teacher
Recruitment Pack



SOMERHILL
We grow amazing people



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Welcome to Somerhill

We have a very special school here with a unique offering: the 'best of both worlds', the 'ideal mix' and the 'place I always dreamt of finding' are the comments we often hear from our parents or visitors. With co-educational learning until age 7, Somerhill then offers single-sex classroom lessons until children leave us for senior schools, allowing uninhibited learning and bespoke strategies for the older girls and boys with all the benefits of a co-educational setting.

Our philosophy for the children at Somerhill is straightforward: happy children want to learn. Children are happy if they can play, participate widely and start to master skills of whatever kind, and our stunning setting and outstanding facilities offer endless opportunities for the children to find something that makes them smile.

We believe this offers you the perfect glimpse into our school life. However, to fully appreciate the extraordinary education that we offer and see our vision of confident, curious, and resilient children realised, we invite you to visit us at Somerhill. You will see that this really is an exceptional learning environment where we grow amazing people!



Our unique school

Somerhill is set in a stunning 400-year-old Jacobean mansion surrounded by 150 acres of beautiful parkland. You will be hard-pressed to find a more glorious setting for a school! We have excellent facilities including a multi-purpose sports hall, astroturf, indoor swimming pool complex and purpose-built music suite to name just a few.

Ours is a mixed ability school. Teachers really invest in the children and know them well, with lessons carefully planned to cater to all abilities.

We have very bright and capable pupils and send more pupils to grammar schools each year than any other local school. Destinations include Tonbridge Grammar School, The Judd School, and The Skinners' School. Some pupils are awarded scholarships at independent schools such as Tonbridge School, Sevenoaks School, Walthamstow Hall and Sutton Valence School at 11+/13+.

We also cater to children who find aspects of their learning more challenging and currently approximately 40 pupils receive additional support.

Located just to the south of Tonbridge, we are readily accessed by a slip road off the A21.

Between the ages of 2 and 7 years, girls and boys are together in the classroom. This environment promotes uninhibited development at an age when playing and learning are often synonymous. From 7 to 13 years, children benefit from a single-sex classroom environment, where girls and boys learn in different and bespoke ways. The moment classes finish, everyone is together - at break and lunch as well as for sports, music, clubs and activities. This really is the best of both worlds for our children.

endless opportunities

'Positive mental health is given high priority' and 'the welfare of pupils is given prime importance.'

ISI – February 2024.

Taking a holistic approach to education, we nurture academic, personal, spiritual, social and moral growth, enabling our pupils to become confident, curious and resilient individuals going out into the world.

We encourage our pupils to work hard and take pride in their achievements, to think independently, to face up to challenges, to accept responsibility, to develop a broad range of skills and interests and to show concern for others and the environment.

To put it simply: *we grow amazing people.*

Our school values



pastorally focussed



SOMERHILL
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Engineering/ Design Technology Teacher

Application process

Formal applications will only be accepted via the official Somerhill Application Form which will be published alongside this pack. All completed applications should be sent to recruitment@somerhill.org.

A tour will form part of the interview process but please visit our website for further information: www.somerhill.org.

Timeline for applicants

- Closing date for applications: 31st May 2026
- Interviews: June 2026
- Start date: September 2026 or January 2027

Competitive salary and benefits (depending on experience and qualifications)

Somerhill is committed to safeguarding and promoting the welfare of children. All appointments are subject to enhanced DBS checks and safer recruitment procedures.

We are proud to be an equal opportunities employer. We actively promote diversity within our workforce and welcome applications from all sections of the community, regardless of sexual orientation, race, age, gender, disability, religion or belief.

we grow amazing people

Job Description: Engineering/ Design Technology Teacher

Somerhill is seeking an innovative and enthusiastic Engineering/Design Technology Teacher to inspire the latest generation of technologically able students. You will create engaging, hands-on learning experiences that blend creativity with real-world problem solving and emerging technologies across science, technology, engineering, art, and maths (STEAM). The successful applicant will teach Engineering/Design Technology and, where appropriate, a second STEAM subject to Key Stage 2 and Key Stage 3 pupils, including extension work up to scholarship level.

The role reports to the Assistant Deputy Head, Co-curricular / Head of Engineering. This is a teaching role for a creative practitioner who enjoys collaborating with colleagues, shaping inspiring learning experiences, and contributing to a vibrant STEAM culture through lessons, clubs and events

Key strategic responsibilities

- Teach engineering/design technology subjects to pupils in Key Stage 2 and Key Stage 3.
- Teach an additional STEAM subject depending on expertise and timetable requirements.
- Lead and quality-assure teaching and learning across the department, including lesson observations, coaching, classroom displays, planning oversight and departmental CPD.
- Ensure that schemes of work are current, engaging, and reflective of best practice and emerging technologies.
- Coordinate and participate in engineering extra-curricular activities and events.
- Work collaboratively with other teachers to promote interdisciplinary learning and cross-curricular projects.
- Contribute to the wider life of the school by participating in events and activities.
- Deliver after-school activities and design technology-related clubs.
- Monitor and assess pupil progress, providing regular feedback to parents and colleagues.
- Create risk assessments, manage equipment maintenance, and ensure all practical activities meet H&S regulations.

- Oversee the safe and effective running of workshops, machinery, ICT systems and fabrication tools.
- Keep up to date with developments within the engineering and design field, incorporating new technologies and practices into the school's curriculum.

Assessment, reporting and pupil progress

- Assess, record and report pupil progress in Engineering/Design Technology in line with whole-school assessment policies.
- Use assessment information to adapt teaching, identify needs and provide appropriate challenge and support.
- Contribute to high-quality written reports and parent communication when required.
- Support scholarship preparation for pupils applying to selective senior schools.

Budgeting, Resources & Facilities

- Work with the Assistant Deputy Head (Co-curricular) and relevant colleagues to support the effective use of departmental resources, including suggesting priorities for future purchases that enhance teaching and learning.
- Maintain an organised, safe and inspiring learning environment (workshop, classroom and digital tools), reporting maintenance needs promptly.
- Ensure equipment, materials and practical activities are used responsibly and in line with school procedures for health & safety, insurance and educational visits.

Community & External Partnerships

- Build strong links with local industry, STEM ambassadors, feeder schools, universities, and STEM outreach programmes.
- Source guest speakers, workshops, and real-world applications to enrich the curriculum.
- Promote opportunities for pupils to engage with STEM competitions such as FIRST Lego League, F1 in Schools, CREST Awards, or UKMT Engineering Challenges.

Admissions and marketing

- Admissions & Marketing
- Support marketing content creation by showcasing pupil achievements, high-quality work, events, and facilities.
- Represent the department at Open Days, scholarship information evenings, and public events.
- Contribute to outreach activities with feeder schools and partner organisations.

Teaching & Wider Contribution

- Teaching Commitment: Teach an agreed timetable and model excellent classroom practice, embracing innovation and continuous improvement.
- Contribute positively to the wider life of the school, including events, trips and co-curricular provision.
- Collaborate with colleagues, share resources and ideas, and contribute to departmental and whole-school discussions and professional learning.
- Inspire, encourage and support pupils' participation in the co-curriculum agenda.
- To perform any other tasks as reasonably required by the Head and Senior Leadership Team

Safeguarding, well-being and inclusion

- Ensure the highest standards of safeguarding, behaviour, and pastoral care in all activities.
- Promote an inclusive culture where all pupils, including those with SEND, can thrive and achieve.

- Ensure that all departmental practices comply with safeguarding legislation, KCSIE, and school policies.

Person specification: Engineering/ Design Technology Teacher

Essential

- Demonstrable experience teaching Engineering, Design Technology or related STEAM subjects to KS2/3 level.
- Passion for teaching and inspiring young students to engage with engineering.
- Strong understanding of engineering workshop management, including health & safety and risk assessment.
- Proven ability to develop and deliver innovative, skills-based curriculum.
- Confidence using technology to enhance learning and to enable pupils to design, make, test and iterate.
- Ability to work collaboratively with colleagues from other departments.
- Excellent organisational and communication skills, with the ability to manage multiple priorities.
- Ability to coordinate and manage after-school activities and engineering-related clubs - essential.
- High standards in safeguarding, safer recruitment, risk, inclusion and pupil wellbeing

Desirable

- Experience with digital manufacturing technologies (e.g., CAD/CAM, 3D printing, laser cutting).
- Experience supporting scholarship candidates or preparing pupils for selective exams.
- Experience managing cross-curricular or whole-school initiatives.
- Experience with robotics, physical computing (e.g., microcontrollers), or coding within Design Technology/STEAM contexts.
- Coaching/mentoring experience for developing other teachers.

Flexibility is required to fulfil the role's requirements to attend open days and other Marketing and Admissions events out of hours and at weekends. **11**

Employee Benefits



Support

Professional support through regular appraisals and CPD opportunities



Pension

Generous defined pension contribution scheme



Salary

Competitive salary package, regularly benchmarked



Reward

Staff recognition and reward opportunities



Cover

Group life assurance



Well-being

A range of well-being activities including fitness classes, tennis and book club. Free access to all on-site sports facilities on dedicated days



Lunch

Free hot lunches, salad bar and refreshments during term time

Conditions

Format of applications

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Child protection

All staff have a responsibility for promoting and safeguarding the welfare of children with whom they come into contact and are always required to adhere to and ensure compliance with the school's Safeguarding Policy Statement. If, in the course of carrying out their duties, a member of staff becomes aware of any actual or potential risks to the safety or welfare of children in the school, they must immediately report their concerns to the Designated Safeguarding Lead.

Safer recruitment and offer conditions

Somerhill is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment. The successful applicant will be offered the role conditionally, subject to the satisfactory completion of a number of background checks including but not limited to: an enhanced DBS check with the children's barred list check, the taking up and verification of references, the verification of career history and medical fitness to undertake the role. The complete list of required checks will be provided to the successful candidate.

Health and safety

Under the Health and Safety at Work Act 1974 and subsequent legislation, the school is obliged to provide you with a workplace and working conditions which, so far as is reasonably practicable, are safe and without risk to health. You are required by health and safety legislation to take reasonable care for your own health and safety and for the health and safety and others.

Further information

We are an equal opportunities employer and we welcome applicants from all backgrounds. We celebrate the diverse backgrounds that make up our community and consider it important that people from a diverse range of backgrounds are represented in our setting.

This job description is not intended to be a comprehensive statement of procedures and responsibilities, but instead sets out the principal expectations of the school in relation to the post holder's professional responsibilities and duties. We are looking for an individual who is adaptable, flexible, and willing to carry out the wide range of duties that are likely to be required to make a success of this role. Please note we reserve the right to close prior to the application deadline or extend the deadline depending on the number of applications received. Early applications are encouraged.

If you require any additional information, please do not hesitate to contact Jess May at recruitment@somerhill.org for any general queries.



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SOMERHILL

A beautifully unique independent prep school for girls and boys aged 2-13

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