



EAST LONDON ARTS & MUSIC



THE INDUSTRY ACADEMY

Teacher of Games Art (2D Digital Art) Part time | 0.4 FTE (*Mondays & Tuesdays*)

Start Date: September 2024

Application Deadline: 19th April 2024

We are fully focused on equality and believe deeply in diversity of race, gender, sexual orientation, religion, ethnicity, national origin and all the other characteristics that make us different. We are particularly interested in hearing from candidates from Black and other underrepresented minority ethnic backgrounds.

Dear Applicant,

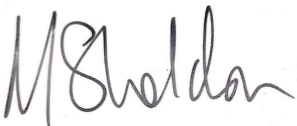
For a long time it has been evident that many creative young people - particularly those from marginalised communities - miss their calling due to a lack of industry opportunities, low-level recognition of their talents and a failure to develop sector relevant skills. We do not believe that circumstance should ever be a barrier to any young person's ability to realise their potential and we have made it our mission to show how talented young people can thrive and succeed in the creative industries.

ELAM was founded as a result of a deep and genuine partnership between devoted and visionary educators and professional creative industry collaborators. We are supported by and collaborate with a range of other organisations and individuals - such as Universal Music, YouTube, Sports Interactive, Creative Assembly, Sony Playstation, Microsoft, Space Ape Games and Chucklefish - who share our commitment to talented young people who might not otherwise get the chance to shine. Together, we are able to push pedagogical boundaries and create a truly world-class educational experience for our learners.

ELAM is not your typical school. We combine incredibly high standards with compassion and care, we aim to be more industry than school. We are looking for innovative, outstanding and dedicated individuals to help us prepare our talented students to thrive in the world they face tomorrow. We can build a learning environment that is rigorous, personalised and always 'plugged-in' to the real world.

I genuinely believe that, for the right candidates, this is a rare chance for passionate and creative teachers to become part of the ELAM team as we continue to design, build and deliver our vision for increasingly representative creative industries. If you deeply believe in the potential of talented young people and the possibility of radically changing access routes to the creative industries, please do join us on this journey.

Best Wishes,

A handwritten signature in black ink that reads 'Matt Sheldon'.

Matt Sheldon
Principal

About East London Arts & Music (ELAM)

"The mission of ELAM is very much in alignment with Framestore's goals and we appreciate the opportunity to collaborate with them"

Andrew Schlüssel – Director of Global Talent Development and Framestore

ELAM is a world-class 16-19 Academy which offers young people everything that they will need to lead successful lives within the music, games design and film and television industries.

Our vision is that all children growing up in the UK see themselves represented in UK culture. We believe this vision will better the creative industries of tomorrow and believe this can be achieved by increasing the access routes into those industries for talented young people. The creative industries in the UK continue to do well and are currently worth £92 billion to the economy, while growing at more than double the speed of the wider economy. However, unlike many other industries, it is not always clear how to get into these jobs and therefore there is often a lack of diversity within these sectors. Increasing the access routes to everyone will therefore increase the quality of talent and the continued growth of the sector long term.

ELAM opened in September 2014 with an inaugural cohort of 75 Music Trainees- our music programme designed to provide young talent with the musical, technical and personal development needed for 'industry readiness'. Our Film & Television Production and Games Design and Development courses were launched in 2017, resulting in our trainee numbers reaching a capacity of 300.

ELAM is fully funded by the Department for Education and inspected by OFSTED. Our first full Ofsted inspection in May 2017 resulted in a grading of Outstanding in every category. While this is a huge achievement, and something that we are immensely proud of, we are also still a long way from meeting our vision. There is still a lot of work to do and as a school we are restless in the pursuit of achieving this.

We seek to achieve this by providing industry standard courses for our trainees in Music, Games Design and Film and Television. We have partnered with sector leading organisations including YouTube, Universal Music, The BPI, Grain Media and Creative Assembly to devise a curriculum that will develop the future leaders of these sectors by meeting the relevant knowledge, skills and cultural demands. In addition, all trainees at ELAM undertake a study of Maths and English as we identified the skills provided by these subjects, such as written and oral communication, problem solving, data analysis and research are the key traits of the current leaders of these fields.

Who is involved?

ELAM has been founded by a group of leading figures from industry and education. Will Kennard, Musician and one half of production duo Chase & Status, is a founder and governor. Alongside Will, the Governing body has senior executives from across the creative industries and education. We have support from a wide-range of partners from the music, film and games industries.

How does ELAM support its Trainees?

ELAM is totally committed to the successful progression of its Trainees onto these pathways. This is through an industry informed curriculum, opportunities to meet and interact with industry, trips/visits/work experience as well as a personal development curriculum to help trainees understand their place in an ever changing world and creative sector.

What does the end product look like?

Please see our 'Unseen, Unheard, Unplayed' showcase featuring the final projects of our Year 13s from 2022 [here](#).

- Unseen showcase [here](#)
- Unheard showcase [here](#)
- Unplayed showcase [here](#)
- Our YouTube shows the range of talent that our Trainees have and develop - see ELAM's vision in action [here](#).

"We enjoy sharing our expertise that comes with 30 years of making world class games to help ELAM address the shortfall in the UK's creative skills shortage"

Tim Heaton - Studio Director at Creative Assembly

Role purpose & description

The successful candidate will join ELAM in September 2024 and co-deliver the Digital Art component of ELAM's *Games Design and Development Programme*.

The Teacher of Games Art will work with the Games Design and Development department to take responsibility for the development of the overall curriculum with the aim to maximise each ELAM Trainee's potential in this subject.

ELAM's industry ethos and values will influence the work of all of our teachers as they construct powerful and relevant learning experiences that are 'plugged-in' to the sector. The Teacher of Games Art should therefore have an interest in developing contexts within the creative industries for exploring Games Design.

Games Design and Development course

We run a leading post 16 Games design and development course scoring in the top 10% in the UK for all qualifications gaining UAL level 3 and Creative arts Practice. We consistently achieve over 3 times higher in the number of distinctions (highest grade) than average for the UAL qualification. It takes a lot to get here but we put it down to excellent course structure, higher industry engagement than most university courses and a vibrantly skillful body of staff.

You will be handling the 2D art of each of the projects. Trainees work in a project based learning environment where they conduct research and pre-production at the beginning, followed by a production cycle of weeks then an evaluation, these projects get gradually longer throughout the year. For example, the lessons in the first project 2D endless runner will consist of Environment and Character animation. You will be able to use the slides and content for the curriculum, keeping them up to date and changing tools/examples you see necessary to benefit the trainee outcomes and learning.

"We want young people to show high levels of responsibility, use their initiative, have strong communication skills and be able to work with others... that is why Universal Music Group will be working with ELAM "

David Joseph, CEO Universal Publishing Group

Role responsibilities

- Work as part of ELAM's Games Design and Development department to implement ELAM's Vision and embed its Values of being ***Inquisitive, Reflective, Dependable, Resilient, Collaborative and Independent*** across every aspect of the school;
 - Work closely with the Games Design and Development Department to develop the digital art pathway within the games curriculum including schemes of work and assessment materials with a focus on meeting the individual needs of each ELAM Trainee;
 - Collaborate with ELAM's industry partners to provide learning experiences and opportunities that align with ELAM's ethos and Values;
 - Take responsibility for marking and assessment for the UAL qualification and use this data and other contextual information to inform practice at all times;
 - Model ELAM's Values and work closely with the Trainees to exhibit these positive behaviours;
 - Regularly collect data to evidence Trainee progress towards intended outcomes and engage with target setting, monitoring and interventions;
 - Take an honest and open approach to teaching practice and welcome opportunities for feedback and development;
 - Play an active pastoral role as an Academy Tutor and ensure that our Trainees' emotional and social needs are met and that they feel part of our overall community;
 - Engage with the ELAM Extended Day by providing opportunities for ELAM's Trainees outside of the teaching day for example life drawing class, collage classes etc.
 - Actively promote the achievements of Trainees; and
 - Safeguard and promote the wellbeing of all Trainees and provide learning experiences that are personalised to their needs.
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Person specification

Qualifications

- Undergraduate degree (Desirable)
- Qualified Teacher Status (Desirable)

Experience

- Able to provide evidence of high performance of successful Art, Graphic Design or Games Design teaching across all ability ranges (desirable);
- Portfolio of digital art practice.
- Experience of using data and other contextual information to inform practice;
- Track record of achieving outstanding results;
- Experience of working in a values driven environment (desirable).

Skills

- Outstanding classroom practice with a proven record of ensuring the excellent progression of students across all abilities (desirable);
- Confident in teaching life drawing
- Confident understanding of Adobe Photoshop
- Competence in 2D and/or 3D Art/Modelling
- Excellent organisation and planning skills;
- Outstanding interaction skills;
- Skilled at implementing a culture of high expectations and achievement appropriate to 16-19 year olds;
- Able to coach and support Trainees individually as well as in groups; and
- Able to innovate to achieve ambitious outcomes.

Characteristics

- Takes a proactive approach to their professional work and regularly goes the extra mile;
- Engaging and able to quickly build rapport with young people;
- Passionate about using ELAM's Vision to deliver outstanding outcomes;
- Able to establish good working relationships with staff, Trainees, parents and other relevant stakeholders including external agencies;
- Takes an honest, respectful and empathetic approach to people and situations;
- Willing to have a strong, open and honest relationship with colleagues;
- A belief in the capacity for achievement in spite of circumstance;
- A collaborative commitment to CPD and strengthening pedagogy; and
- A strong aptitude for learning to continuously develop personally and professionally.

"There's a lot of talent that has come from here, but there's a lot more talent that can come."
Shina, East London young entrepreneur

Salary and how to apply

Safeguarding our young people

To safeguard our trainees, the post for which you are applying is exempt from Section 4(2) of the Rehabilitation of Offenders Act 1974 and an enhanced Disclosure and Barring Scheme certificate will be obtained before an offer of employment is confirmed.

Please find our policies here: [safeguarding](#), [code of conduct](#) and [safer recruitment policies](#)

Salary: £33,874 - £51,111 (dependent upon relevant experience and current position) pro rata for 0.4 FTE. We are seeking the part time teacher to be available to teach on Mondays and Tuesdays.

To apply for this role please complete the application form [here](#)

The start date for this role would be **September 2024**

Closing date: Friday 19th April 2024