

Participant Development Lead - Early Years & Primary Specialist

Purpose of the team

The focus of our 2015-19 strategy is how we can accelerate our progress towards the Fair Education Impact Goals. To achieve this and narrow key gaps between poorer pupils and their wealthier peers, we have grouped our work into Areas of Activity, Participant Impact, Ambassador Impact and Collective Action. Our Local Area Teams collectively focus on elements of each area of activity to work towards achieving our vision. We work with Participants, Ambassadors, Schools and Head Teachers to deliver this work.

Purpose of the role

The Participant Development Lead (PDL) is accountable for ensuring Teach First participants (trainee teachers) complete the Teach First Leadership Development Programme, develop into lifelong leaders, and meet the organisation's pupil impact targets in their classrooms. They will orchestrate all aspects of support provided to participants including that from university tutors and school-based mentors to ensure participants thrive and complete the programme as engaged ambassadors (alumni of the Teach First programme).

What you'll do

At this level you will:

- Report into a Participant Development Manager
- Operate independently to support Teach First participants
- Collaborate with the PDL community across England and Wales, driving continuous improvement
- Complete our mandatory e-learning/training on Child Safeguarding, EDI, Data Protection, Health & Safety and CRM within your first three months and re-engage with refreshing training as required. Please note some roles will require a higher level of training in some areas and you will be required to undertake this where necessary.
- Familiarise yourself and work in line with Teach First guidance and policies, seeking clarification where necessary.

Your responsibilities include:

- Ensure participants are retained, in line with organisational targets, over the two-year Leadership Development Programme (LDP)
- Ensure participants achieve defined outcomes. This will include achievement of Qualified Teacher Status (QTS) and supporting achievement of a Post Graduate Diploma in Education (PGDE)
- Ensure participants meet the core requirements of the Leadership Development Programme (LDP)
- Support participant well-being, tracking of progress, identifying areas for development and ensuring pupil impact targets are met (as measured by external assessment averaged across a Local Area team)

- Facilitate content for the LDP (including modules within the PGDE) and contribute to a network of PDLs to share best practice and offer training as necessary
- Relationship management of the participant support system, ensuring the best possible support is provided by school mentors, and university tutors
- The development of classroom practice and leadership for participants across the Leadership Development Programme, ensuring participants become engaged Ambassadors
- As part of the role you may be required to travel to other UK locations from time to time. You will may also be required to attend away days/retreats and the annual “Offsite” event which is mandatory for all employees.
- The critical responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business need.
- Recognising where our work puts key stakeholders and employees into contact with children and young people and understand your obligations in regards to Child Safeguarding (through training and CS Policy), the relevant SIM procedure and where to access further support if necessary.

Requirements:

Essential:

- Qualified teacher status with experience of working in a leadership capacity within a school environment
- Evidence of delivering great outcomes for students
- Outstanding knowledge of Teachers’ Standards and/or the Qualified Teacher Status Standards Wales (2009)
- A minimum of two years’ teacher training or development experience: developing, mentoring and coaching inexperienced teachers within a training route (for example PGCE, SCITT, Schools Direct, Teach First)
- Experience of teaching in a range of institutions across England and/or Wales, with a particular focus on those serving low-income communities

Desirable:

- Masters-level qualification in education or leadership and/or experience of teaching Masters-level qualification
- Experience of innovative coaching and mentoring practices
- Demonstrable knowledge of evidence-based teacher practices and evaluating interventions in a school setting
- Demonstrable expertise in a particular subject or phase pedagogy (Early Years, primary or secondary)

All our employees are expected to model [our values](#) and help others to do so

Location:

West Midlands office, 20 Colmore Circus Queensway, Birmingham B4 6AT