

Contract:	Fixed Term until 30 <sup>th</sup> April 2021
Location:	Yorkshire and Humber
Hours:	37.5
Level:	4
DBS required:	Yes
Starting Salary:	£66,000

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## Achievement Partner - Primary - Yorkshire and Humber

### Purpose of the team:

It takes time, persistence and determination to change the story of a child's life.

The dedication and leadership of a great teacher inspires a child to work towards the future they want. That teacher needs the support and guidance of a strong leadership team and a powerful school culture.

Already there are hundreds of schools across the country with excellent, committed teachers that deliver extraordinary pupil outcomes against the most challenging of odds. We know the schools that manage to break this cycle have one thing in common: strong leaders who work together as part of an effective leadership team. We also know the strongest schools sustain their success by building effective leadership teams that cascade best practice from the top throughout the school.

**Leading Together** is a comprehensive school improvement programme designed to support whole leadership teams working together to bring about positive change in schools. The programme empowers schools to build an environment and culture that can transform outcomes for pupils. Each school on the Leading Together programme is matched with an Achievement Partner who has a strong track record as an experienced and successful headteacher and senior leader.

### Purpose of the role:

The Achievement Partner supports, guides and coaches the senior leadership team throughout the two-year Leading Together programme. This includes facilitating the team to undertake a careful diagnosis of their school's needs, and creating and then implementing a robust plan to deliver effective and sustainable improvements across the whole school. The Achievement Partner also helps schools access a wealth of additional external support tailored to the school's needs.

### At this level you will:

- **Impact:** Support and guide a portfolio of schools through the Leading Together programme, so that their leadership teams create sustainable and impactful change.
- **Communication:** Provide expert training, coaching and support to Senior Leaders and Headteachers within your portfolio.
- **Innovation:** Use your deep sector experience to work with Headteachers and Senior Teams to complete a rigorous school diagnostic, and to support Headteachers and Senior Teams to implement and embed priorities for development across the school.
- **Knowledge:** Achievement Partners have experience of leading a school through sustainable improvement and use this expertise to support schools and their leadership teams.

### Your responsibilities will include:

- Leading the delivery of the Leading Together Programme for a portfolio of schools, including overseeing the experience and engagement of your schools throughout the programme.
- Using your deep sector experience to work with Headteachers and Senior Teams to complete a rigorous school diagnostic, to understand strengths and priorities for development across the school.
- Working with the Senior Leadership Team in each school to create and develop a strategic improvement plan which will drive significant and sustained school improvement.
- Coaching and mentoring all members of the Senior Leadership Teams.
- Providing ongoing feedback to the senior leaders by tracking and monitoring progress throughout the programme.
- Facilitating high quality content through workshops and seminar delivery.
- Working closely with the Head of Programme and the Leading Together team ensure appropriate interventions are deployed in each school to support whole school improvement.
- Create a community of practice across your school portfolios, supporting schools to collaborate, share best practice and learn from one another.
- Recognising where our work puts you, key stakeholders and employees into contact with children and young people and understand your obligations in regards to Safeguarding and the protection of children by completing the mandatory training and reading our DBS and Safeguarding policies.

*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. As part of the role you may be required to travel to other UK locations from time to time. You will also be required to attend away days/retreats and the annual "Offsite" event which is mandatory for all employees.*

### Person Specification

#### Essential skills and experience:

- **Setting Strategy and Vision**
  - strong experience of senior leadership and successfully working with others to develop and implement improvement strategies.
  - Proven track record of developing and delivering robust school improvement plans.
- **Delivering Results**
  - you are an experienced, successful headteacher or equivalent with experience of delivering sustained improvement.
  - significant experience of evidenced-informed school improvement strategies and approaches, along with the ability to prioritise those most likely to be impactful.
- **Relationship Management**
  - strong relationship building experience and an ability to quickly build credible, trusting relationships with senior stakeholders.
- **Teacher Development**
  - significant experience of delivering programmes and content to drive senior leader progress.
  - significant experience of coaching and developing senior colleagues as a group and as individuals.
  - strong experience in adult learning, tracking and monitoring progress.

#### Desirable skills and experience:

- **Teacher Development** - Experience developing and coaching headteachers.
- **Knowing the Market** - Deep knowledge of regional and national issues, policies and trends.

**All our employees are expected to model our values and help others to do so.**

## Benefits

Teach First's core benefits include 27 days holiday per annum (3 of which must be taken during the one week holiday shutdown period between Christmas Day and New Year's Day), participation in the pension scheme via Salary Exchange (with an employer contribution of up to 6%), life assurance, income protection and private healthcare. Through our flexible benefits platform access to childcare vouchers, interest free travel season ticket loan, subsidised dental membership, health screening, discounted gym membership, travel insurance, GAYE and the option to buy/sell annual leave.

## How to apply

To apply for a vacancy at Teach First you are required to complete an online application form. Please have your CV and covering letter ready to upload. If you are an internal candidate please apply via your HR Self Service menu after informing your line manager of your interest.

## Next steps

We aim to provide feedback to all applications within 10 working days from the closing date. For this role first round interviews will be held the week commencing 29<sup>th</sup> October 2018 and second round interviews will be held the week commencing 5<sup>th</sup> November 2018.