

Contract:	Permanent
Hours:	Part Time 0.6
Location:	West Midlands
Level:	3
DBS required:	Enhanced
Starting Salary:	£40,070 (pro rata)

Participant Development Lead - Early Years - West Midlands

Purpose of the team:

Teach First is working towards a future where no child's educational success is determined by their background. Our regional teams focus on delivering our programmes, working in partnership with participants, ambassadors, schools and head teachers to achieve our shared vision.

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 excellent teachers and 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).

At this level you will:

1. **Impact:** Be responsible for supporting an allocated portfolio of Participants,
2. **Communication:** Be able to build excellent, efficient and professional relationships with participants, schools and universities
3. **Innovation:** Collaborate with the PDL community across England and Wales, driving continuous improvement
4. **Knowledge:** Engage as a member of the PDL community, contributing to a culture of sharing good practice and collaboration

Your responsibilities will include:

- Ensuring participants are retained, in line with organisational targets, over the two-year Leadership Development Programme (LDP)
- Ensuring participants achieve defined outcomes. This will include achievement of Qualified Teacher Status (QTS) and supporting achievement of a Post Graduate Diploma in Education (PGDE)
- Ensuring participants meet the core requirements of the Leadership Development Programme (LDP)
- Supporting 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)
- Facilitating 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, base schools and university tutors
- The development of classroom practice and leadership for participants across the Leadership Development Programme, ensuring participants become engaged Ambassadors
- 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.

- 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.

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:

- **Teacher Development:**
 - Qualified teacher status with experience of working in leadership capacity within a school environment
 - Outstanding knowledge of Teachers’ Standards
 - Demonstrable experience of developing, mentoring and coaching inexperienced teachers within a training route (e.g. PGCE, SCITT, Schools Direct or Teach First)
- **Delivering Results:**
 - Evidence of delivering great outcomes for students
 - Successful delivery of CPD/training workshops for colleagues
- **Managing & Developing Others:**
 - Strong leadership skills, with the ability to manage and motivate excellence in others, to influence senior colleagues successfully and to build bridges between different stakeholder groups.

Desirable skills and experience:

- **Knowing the Market:**
 - Demonstrable experience in a particular subject or phase pedagogy (Early Years)
 - Masters level qualification in education or leadership and/or experience of teaching Masters-level qualification

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 we will be holding first and final round interviews/assessments on the 20th November 2018.