

Contract Type:	Permanent
Hours:	Full Time
Location:	West Midlands
DBS:	Enhanced
Level:	3
Salary:	£40,070

Participant Development Lead - Secondary (Maths Specialism)

Purpose of the team:

Teach First is working towards a day when no child's educational success is limited by their socio-economic background. To achieve this, we are building a movement of exceptional leaders who are changing lives within classrooms, schools and across society.

Purpose of the role:

Teach First are working together with the Now Teach programme to provide a bespoke route into teaching for career changers. Those involved in this programme will have the opportunity to design and shape the future of the programme in collaboration with colleagues.

The Participant Development Lead (PDL) is accountable for ensuring Now Teach participants (trainee teachers) complete the Now Teach Programme, develop into lifelong leaders, and meet the organisation's pupil impact targets in their classrooms. They will lead all aspects of support provided to participants including that of school-based mentors to ensure participants thrive and complete the programme. PDLs will lead both the subject knowledge and pedagogical knowledge on the programme. Whilst you will primarily be responsible for design and delivery of the programme, you will be part of wider national PDL team, working to provide high quality teacher development through a range of different programmes.

We welcome applications from candidates seeking part-time and job-share working arrangements.

At this level you will:

- Report into a Participant Development Manager
- Be a subject specialist in either history or maths.
- Operate independently to support Now Teach participants
- Collaborate with the PDL community across England and Wales, driving continuous improvement
- Engage in rigorous training and development to ensure you are abreast of current research and its application in teaching and teacher education

Your responsibilities will include:

- Leading a portfolio of up to a maximum of 20 participants towards achievement of QTS and NQT status across the West Midlands local area.
- The development of participants' subject knowledge and classroom practice alongside school's own provision
- Ensure participants are retained on the programme, in line with organisational targets

- 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)
- Leading the development of participants through the use of effective development tools such as instructional coaching and deliberate practice
- Effective relationship management of schools and school mentors to ensure high quality school-based development is provided
- Leading the design and delivery of subject specific content (in either history or maths) and aligning this subject content with other aspects of curriculum designed internally
- Supporting subject specific design across other Teach First programmes
- 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:

- Qualified teacher status with experience of working in a leadership capacity within a school environment
- Excellent knowledge of Maths or History and related subject pedagogy
- Evidence of delivering great outcomes for students
- Outstanding knowledge of the Teachers' Standards (2012)
- 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, with a particular focus on those serving low-income communities
- Experience of designing and delivering training for 'new to profession' teachers
- Driving licence & access to a car to travel between multiple schools in the Local Area

Desirable skills and experience:

- Experience of innovative coaching and mentoring practices
- Research literacy skills, an understanding of how to translate research into practice
- Demonstrable knowledge of evidence-based teacher practices and evaluating interventions in a school setting

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

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 an assessment centre will take place on 15th February 2019.