

---

Contract:	Permanent and Fixed Term
Hours:	Full time and Part Time available
Location:	Various
Level:	3
DBS required:	Enhanced
Starting Salary:	£40,070 + £3,000 London Weighting for roles based in London

---

## Participant Development Leads - Early Years, Primary and Secondary

### About Teach First:

Teach first is working towards a future where no child's educational success is limited by their background. Millions of British children live in poverty. This unfairly affects their education. The gap between the attainment of pupils from low-income backgrounds and those from wealthier backgrounds is a huge problem in our education system and for our country. We exist to challenge this.

### About this Role:

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

We are looking to recruit PDLs to join several of our regional teams with experience across one or more phases including early years, primary and/or secondary education as outlined below:

Region	Locations	Early Years	Primary	Secondary*
East Midlands	Nottingham and the East Midlands.		✓	
Yorkshire and the Humber	Leeds, Sheffield, Hull and Grimsby.			✓
North East	Newcastle based with travel across the region.		✓	✓
North West	We are particularly interested in candidates based in Lancashire.		✓	✓
London	London	✓	✓	✓
West Midlands	Birmingham, the Black Country and wider West Midlands.	✓		✓
South West	Bristol and the South West region including Devon and Plymouth.	✓	✓	✓
South East South Coast	Regional delivery from bases in Bournemouth (Portsmouth to Portland) or Chatham (East Sussex to South Kent)	✓	✓	✓

*\*in some regions we are particularly interested in subject knowledge of Geography, English, Maths and Science.*

The role will require some travel to schools across all or part of the Region (depending on your allocated portfolio of participants) but we also have an agile working policy which supports

opportunities to work from home. In regions outside the London area candidates must also hold a full UK driving license and have access to a car to enable travel between multiple schools across the region.

#### The role will:

- **Impact**
  - Deliver high quality support to participants to enable their successful completion of Qualified Teacher Status (QTS) and Newly Qualified Teacher years.
- **Communication**
  - Manage relationships and communication with participants, school leaders, tutors, mentors, the regional team and the wider PDL community
- **Innovation**
  - Engage in rigorous training and development to ensure you are abreast of current research and its application in teaching and teacher education
- **Knowledge**
  - Have an in-depth knowledge of at least on phase (Early Years/Primary/Secondary).

#### Your responsibilities will include:

- Ensuring participants are retained in line with programme targets.
- Ensuring participants achieve defined outcomes including achievement of QTS and a Post Graduate Diploma in Education (PGDE).
- Ensuring participants meet the core requirements of the LDP.
- Supporting participant well-being, tracking of progress, identifying areas for development and ensuring pupil impacts targets are met (as measured by external assessment and averaged across regional team).
- Facilitate high quality 1:1 and group mentoring (in person and virtually) as required.
- Relationship management of the participant support system ensuring the best possible support is provided by school mentors and university tutors.
- Developing the classroom practice and leadership skills of participants.
- Actively share learning and contribute to a network of PDLs to share best practice and support collaboration and development. This may occasionally require national travel with an overnight stay.
- Engaging with opportunities to support participants on Teach First's new programmes including the NPQ-accredited School Leadership Pathway.

*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:

- **Knowing the Market:**
  - QTS with experience of working in a leadership capacity within a school environment
  - Excellent knowledge of your subject and related subject pedagogy
  - Outstanding knowledge of the Teachers' Standards (2012)
  - Experience of teaching in a range of institutions across England with a focus on those serving low-income communities

- **Developing Others:**

- 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 designing and delivering training for 'new to profession' teachers.
- Evidence of delivering great outcomes through coaching and mentoring.

**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
- Masters-level qualification in education or leadership and/or experience of teaching Masters-level qualification
- Hold a National Professional 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.

The deadline for applications is midnight on Monday 25<sup>th</sup> March.

There will be a two stage interview process. If your initial application is successful you will be asked to attend a 1 day assessment centre and can choose to attend this on Saturday 6 April or Saturday 13 April. The second stage of the process, a regional interview will take place between 15 and 29 April.

We aim to provide feedback to all applicants within 10 working days of the closing date.

The majority of these opportunities are permanent and full time but there may also be a limited number of opportunities for flexible or part time hours and temporary maternity cover.