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Contract Type:	Permanent
Location:	London
Hours:	Full-Time (we will also consider flexible working arrangements)
Level:	3
DBS:	None
Salary:	£37,544 (roles based in London will also receive £3,000 London Weighting Allowance)

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## Education Research Specialist

### Purpose of the team

Teach First's Strategy and Research department ensures that Teach First can make the best of its resources to have a positive impact on the lives of children and young people from disadvantaged backgrounds.

The role of the Research and Learning team is to lead the organisation in gathering, managing and using research and evidence as effectively and efficiently as possible to improve delivery and inform future strategy. In doing so we work closely with Teach First colleagues to embed learning; find ways of illuminating Teach First's achievements and highlight areas for improvement.

The team is passionate about education policy and issues, contemporary debates, and staying abreast of latest developments in educational research. All team members are expected to be committed to applying evidence-based approaches to help Teach First achieve its mission to end educational inequality.

### Purpose of the role

The Education Research Specialist will help ensure that the design and delivery of Teach First programmes is driven by the latest research in the education sector. This role will play a vital role in developing and conducting research projects that help further the impact of our programmes. Colleagues across the organisation will be reliant on this role to access information on the available research to guide decision making, at an operational and strategic level. You will also lead on generating and collating evidence to inform the design of the curriculum for our teacher training and leadership development programmes.

### Your responsibilities include:

- Leading and contributing to research projects investigating ways to improve Teach First's impact as an education charity.
- Contributing to the design and delivery of professional learning sessions and workshops to improve the quality of evaluation and engagement with evidence-based research across the organisation.
- Acting as a contact point for research queries, helping to provide expert advice in assessing the validity and relevance of research findings.
- Working with teams across the organisation to promote evidence-based approaches to teaching and learning
- Delivering training to the rest of the organisation on research methods.
- Working with our Communications department to ensure that relevant findings are shared externally and contributing to the wider educational debate
- Representing Teach First externally at research conferences and workshops where appropriate

*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 may 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:

#### Skills:

- Expertise in quantitative and qualitative research methods, and understanding of their strengths and limitations.
- Proven track record in using research to inform practice in different types of organisations
- Use of literature reviews to find, assess and summarise key literature to inform design and delivery of programmatic activity
- Experience of planning and conducting rigorous primary research
- Excellent written communication (e.g. writing research papers) and presentation skills
- Excellent training and facilitation skills

#### Knowledge:

- Extensive knowledge and understanding of the literature around and key proponents of, approaches to education and learning including but not limited to: Behaviourism, Developmental psychology, Cognitive science, Cognitive constructionism, Moral psychology, Evolutionary psychology, Social learning, Social constructivism, Humanist approach, Positive psychology
- Knowledge of common misconceptions regarding how children learn, informed by a strong understanding of the science of learning (including knowledge, memory, instruction, assessment theory)
- Knowledge of the history of education, key theories and approaches that have developed over the years
- Knowledge of the difficulties and potential ways forward for schools and teachers in evaluating the impact of strategies intended to improve student outcomes

### Desirable skills and experience:

- Experience of working in schools to implement and apply research evidence within the context of teacher training and/or school improvement.
- Knowledge and understanding of curriculum and programmatic design

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. Please note that first round interviews will take place on the 10<sup>th</sup> to 12<sup>th</sup> January 2018 and second round interviews will take place week commencing 15<sup>th</sup> January 2018.