

Teacher of Computing

Application Pack
for employment with



THE DEAN TRUST

Believe Achieve Succeed &



ROSE BRIDGE
A C A D E M Y
Respect Believe Achieve

Rose Bridge Academy

Holt Street, Wigan WN1 3HD

T. 01942 510712 | E. info@cfat.org.uk

www.rosebridgeacademy.co.uk

Required for January 2019 or asap
start date flexible for outstanding available candidates

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Welcome Letter

Dear Applicant

Thank you for your interest in the position of Teacher of Computing at Rose Bridge Academy, Wigan.

I am pleased that you are considering to work within our school. In doing so you will be joining an ambitious, vibrant and innovative team.

Rose Bridge Academy is an oversubscribed secondary academy on a journey of rapid improvements we are located in the heart of Ince, Wigan.

As a team we passionately believe that every child matters and that all pupils receive the very best education to become well rounded and successful individuals. We are dedicated to raising achievement, transforming learning and creating a truly dynamic 21st Century learning community. You will join a team of ambitious, innovative and diligent Senior Leaders who are working together to achieve our shared goal of making Rose Bridge Academy a Good school.

We are seeking to appoint someone who is:

- Ambitious, energetic and enthusiastic
- Committed to sharing good practice
- Committed to raising standards
- Committed to delivering excellence
- Self-motivated, has excellent organisational skills and has personal drive to complete tasks to required timescales.

Our trust consists of like-minded individuals and educational establishments who want the best for all pupils, staff, families and communities that we serve.

Our vision is a simple one. We want to provide every child with the outstanding education they deserve and we believe that we can best do this by working together, sharing resources and encouraging excellence as standard. We aim to ensure that every pupil develops as a confident and competent person with the highest aspirations to be the best they possibly can be.

We are delighted to welcome new and experienced employees into the trust who will help our academies to thrive. If you are that individual, with the drive, inspiration and passion for learning and teaching who can work collaboratively with a dynamic Leadership Team to lead us into our next chapter of improvement, then we would welcome your application.

This is an exciting and very rewarding role and we look forward to receiving your application. For further information about Rose Bridge Academy please visit our website at www.rosebridgeacademy.co.uk

Yours faithfully

Mr Bridden
Headteacher for Rose Bridge Academy
Academies Director for The Dean Trust



Letter from the Director of HR

Teacher of Computing

Dear Applicant

Thank you for your enquiry in relation to our role of Teacher of Computing.

Rose Bridge Academy converted to academy status in April 2015 and joined Community First Academy Trust.

Community First Academy Trust however, recognise that Rose Bridge Academy's future success will be dependent on recruiting and developing the best and most talented staff, with the support of a trust with proven experience within the secondary sector.

The Dean Trust has for this reason been commissioned to work with Rose Bridge Academy as it has a proven track record of school improvement and an established track record for producing outstanding results. It is Rose Bridge Academy's intention to build on this relationship with The Dean Trust moving forward.

The Department for Education with Community First Academy Trust and the Dean Trust have for a number of months been discussing the option for Rose Bridge Academy to join the Dean Trust on a more formal basis. In June 2018 the Department for Education confirmed that The Dean Trust would take over the running of the Rose Bridge Academy, subject to due diligence procedures. It is therefore, anticipated that the Rose Bridge Academy will join the Dean Trust on a more formal basis with effect from 1st January 2019.

What can Rose Bridge Academy offer?

- The opportunity to work in a rapidly improving academy;
- Support from the wider Dean Trust network of schools;
- Access to either the Local Government or the Teacher Pension Schemes;
- Competitive pay, reward and benefits;
- A committed Voluntary Living Wage employer;
- Childcare voucher scheme;
- Access to a range of Local and National career opportunities;
- In-house Graduate teacher training scheme with routes into the exciting and rewarding world of teaching at primary and secondary levels;

An application pack is available from the academy website which also contains a wealth of useful information.

Closing date for applications: Friday 28th September 2018 at 12noon

We look forward to receiving your application and thank you for your interest in our academy and this position.

Should you have any questions about our trust or academy please do not hesitate to contact me on 01942 510712.

Yours faithfully

Mr Craig Holden
Director of HR
Rose Bridge Academy



ROSE BRIDGE
A C A D E M Y

Teacher of Computing

We are seeking to appoint an outstanding and committed individual to work as part of our academy and potentially the wider Dean Trust network of schools. The desired candidate will be hardworking, honest, dependable and self-motivated in order to uphold the ethos, aims and values of the academy and its family of schools.

Salary:	Main Scale / UPS
Start Date:	1 st January 2019 or sooner
Contract Type:	Permanent
Working Pattern:	Full Time
Closing Date:	Friday 28 th September 2018 at 12noon

The successful candidate must be enthusiastic and passionate about the teaching and learning of Computing, with the vision, commitment and determination to continue raising standards across all levels and abilities and further contribute to the progress of our students.

You will join a dedicated team at Rose Bridge Academy who ensure that every student is given the opportunity to achieve their full potential and receive the wider support of the Dean Trust and its family of schools. Our teachers strive to pass on their enthusiasm for Computing and engage students in fun and relevant activities.

You will inspire and challenge students to enable them to develop into highly effective, independent learners and achieve their potential as individuals. You will teach Computing across the ability range at KS3, KS4 and GCSE. More information regarding the Computing curriculum at Rose Bridge Academy can be found by visiting: <http://www.rosebridgeacademy.co.uk/curriculum/subjects/Computing/>

You will require a good honours degree (or equivalent) and recent relevant teaching experience throughout the age and ability range in the secondary sector.

The successful candidate will be:

- An outstanding Teacher of Computing, with the knowledge and experience to teach across any secondary age and ability range
- Committed to ensuring the highest possible standards of student learning, progress and achievement
- Highly credible in this specialist area and able to clearly demonstrate a track record in delivering a curriculum that addresses the needs of students
- A team player, demonstrating high expectations and a capacity for hard work
- Able to exemplify ability and determination to secure high quality outcomes for all students
- Able to show evidence of continually improving the teaching and learning of their subject through schemes of work
- Committed to sharing good practice

This is an excellent opportunity to join our rapidly improving academy with a vibrant, forward thinking philosophy and a positive, friendly atmosphere. We can offer an exciting opportunity to make a real impact in our academy and community. In return for your commitment we will offer an inspiring learning environment, a supportive induction programme leading to excellent professional development opportunities and the opportunity to work with dedicated staff and students who value and respect their academy.

Community First Academy Trust and The Dean Trust are committed to rigorous safeguarding procedures and consistently promoting the welfare of children. All appointments will be subject to satisfactory Enhanced DBS Disclosures.

Vision and Values

THE DEAN TRUST'S VALUES AND ETHOS

<http://thedeantrust.co.uk/values-and-ethos/>

As part of our protocols, we have a number of over-arching aims and a mission that pervades all of our schools and academies as follows:

Our Mission

- We always put 'pupils first'
- We follow Local Authority admissions criteria
- We believe that local children should attend local schools and we are not selective
- We are fully inclusive and welcome children from vulnerable groups e.g FSM, SEND, LAC etc
- We continuously provide high quality professional development for all of our staff
- We follow the School Teachers' Pay and Conditions and National Joint Council conditions of service
- We work positively with trade unions and actively involve them in our decision making
- We play our full role in behaviour partnerships/hard to place protocols
- We always put collaboration before competition

Aims

- To work in the areas of greatest challenge
- To move all academies in the Trust to at least 'Good' using The Dean Trust school improvement offer from the centre (Teaching School)
- To sustain improvements by developing character, values and beliefs alongside sound systems and processes
- To ensure that all academies in our Trust adopt The Dean Trust model for success, high aspirations, high standards and continuous improvement throughout the organisation
- To concentrate our operation within a 50-mile radius of the Central Hub to ensure that coverage of the academy group and lead times are manageable and focused
- The Trust would have at the centre The Dean Trust Teaching School and high quality School Centred Initial Teacher Training (SCITT)
- To have high quality academy/school governance at the heart of the process
- To establish a strong centralised 'back office' support service for the academy group which is well resourced and funded to meet operational needs

Academies / Organisations within the Trust

Primary Schools:

Blacklow Brow School	Park View Academy
Forest Gate Academy	Partington Central Academy

Secondary Schools:

Ashton on Mersey School and Ashton on Mersey School Sixth Form
Broadoak School
Dean Trust Ardwick
Dean Trust Wigan
Lord Derby Academy

Other:

The Dean Trust Teaching School
Ashton on Mersey Initial Teacher Training

<http://thedeantrust.co.uk/our-schools/>

About Rose Bridge Academy

Rose Bridge Academy is a 11-16 mixed academy serving Ince and the wider community. We are located close to Wigan town centre with good transport links to the M6 and M61 motorways and Wigan's two rail stations. We are within an hour's commute from Preston, Liverpool and Manchester city centres. We have approximately 700 students on roll. This is rising with future years being oversubscribed in both 2019 and 2020.

At Rose Bridge Academy, we aim to:

- develop well rounded individuals that demonstrate greater resilience, determination and strength of character.
- equip students with the skills required to access increased opportunities and enhance their life chances.
- insist on high expectations and challenge.
- develop an aspirational academy that engages all parents and guardians

Our vision is for every student to enjoy and succeed in the academy regardless of their starting point or background.

Every student is valued and treated as an individual. We are proud of our caring, inclusive ethos where we set high standards and expectations and we encourage and support our students to achieve their very best.

All students, regardless of their ability, deserve to be offered the opportunity to achieve their full potential and to this end we offer a curriculum that meets the needs of all. We are a fully inclusive academy.

All departments are well resourced and fully equipped with leading edge technology to provide staff with the tools to enhance teaching and learning and to ensure that the students' experiences at school are varied, exciting and challenging.

Primary transition to secondary school is second to none at Rose Bridge Academy. We ensure the smoothest of starts with meticulous attention to detail and close communication with local primary schools, students and parents. We offer opportunities for primary pupils to visit and experience life at Rose Bridge Academy. Heads of Year continue this high level of support once students commence their time here, ensuring that they are settled, happy and confident.

We believe the secret of our success is that we are large enough to offer a rich and diverse curriculum, yet small enough so that every student is well known and cared for as an individual.

We expect the highest standards of performance, behaviour and effort and students are expected to wear full school uniform at all times. We know that our students are well cared for in school. I am sure that you will get a feel for that when you visit or when you talk to our students who are very proud of their school.

For further information about Rose Bridge Academy please visit our website at www.rosebridgeacademy.co.uk

Job Description

Teacher of Computing



Job purpose:	<ul style="list-style-type: none"> Under the reasonable direction of the Headteacher, carry out the professional duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document (STPCD). Implement and deliver an appropriately broad, balanced, relevant and differentiated curriculum for students and support a designated curriculum area as appropriate. Monitor and support the overall progress and development of students as a teacher/ Personal Tutor Facilitate and encourage a learning experience which provides students with the opportunity to achieve their individual potential. Contribute to raising standards of student attainment.
Reporting to:	The Headteacher / SLT Liaison / Subject Leader
Liaising with:	Headteacher, SLT, teachers and support staff, Trust representatives, external agencies and parent/guardians
Responsible for - Staff	No line management responsibility
Salary:	MPS / UPS
Working Hours:	195 days as specified in the STPCD Full Time
Disclosure level:	Enhanced with Barred list check
Teaching	
<ul style="list-style-type: none"> Set high standards which inspire, motivate and challenge students. Promote good progress and outcomes for students. Demonstrate excellent subject and curriculum knowledge, including examination specifications. To teach to the highest standard. Teach, students according to their educational needs, including the setting and marking of work, giving appropriate feedback, including homework. Assess, record and report on the attendance, progress, development and attainment of students and to keep such records as are required. Provide, or contribute to, oral and written assessments, reports and references relating to individual students and groups of students. Ensure that ICT, Reading, Writing, Communication and Maths, and Social, Moral, Cultural and Spiritual developments are reflected in the teaching/learning experience of students. Undertake a designated programme of teaching. Ensure a high quality learning experience for students which meets internal and external quality standards. Prepare and update subject materials. Use a variety of delivery methods which will stimulate learning appropriate to student needs and demands of the syllabus. Maintain discipline in accordance with the academy's procedures, and to encourage good practice with regard to punctuality, behaviour, standards of work and homework. Undertake assessment of students as requested by external examination bodies, departmental and academy procedures, including marking of work. 	
Strategic/ Operational Planning	
<ul style="list-style-type: none"> Assist in the development of appropriate syllabuses, resources, schemes of work, marking policies and teaching strategies in the curriculum area and department. Contribute to the curriculum area and department's development plan and its implementation. Plan and teach well-structured lessons that reflect the abilities and needs of the students. 	

<ul style="list-style-type: none"> • Involvement in additional booster/ revision session for students, outside of the main curriculum time. • Contribute to the whole academy planning activities.
Curriculum Provision
<ul style="list-style-type: none"> • Assist the Subject Leader, to ensure that the curriculum area provides a range of teaching which complements the academy's strategic objectives. • Assist in the process of curriculum development and change so as to ensure the continued relevance to the needs of students, examining and awarding bodies, the academy and the Trust's mission and strategic objectives.
Staffing
<ul style="list-style-type: none"> • Take part in the Trust's staff development programme by participating in arrangements for further training and professional development. • Continue own professional development in the relevant areas including subject knowledge and teaching methods. • Engage actively in the performance excellence process. • Ensure the effective/efficient deployment of classroom support. • Work as a member of a designated team and to contribute positively to effective working relations.
Quality Assurance
<ul style="list-style-type: none"> • Help to implement academy quality assurance procedures and to adhere to those. • Contribute to the process of monitoring and evaluation of the curriculum area/department in line with agreed academy procedures, including evaluation against quality standards and performance criteria. To seek/implement modification and improvement where required. • Review methods of teaching and schemes of work. • Take part, as may be required, in the review, development and management of activities relating to the curriculum, organisation and pastoral functions of the academy and department.
Management
<ul style="list-style-type: none"> • Maintain appropriate records and to provide relevant accurate and up-to-date information for MIS, registers, etc. • Complete the relevant documentation to assist in the tracking of students. • Track student progress and use information to inform teaching and learning. • Assist the Subject Leader to identify resource needs and to contribute to the efficient/effective use of physical resources. • Co-operate with other staff to ensure a sharing and effective usage of resources to the benefit of the academy, department and the students.
Communication and Liaison
<ul style="list-style-type: none"> • Communicate effectively with the parent/guardians of students as appropriate. • Where appropriate, communicate and co-operate with persons or bodies outside of the academy. • Follow agreed policies for communications in the academy
Pastoral System
<ul style="list-style-type: none"> • Implement and promote the Child Protection Policy so that children and adults are safeguarded in the academy. • Be a Personal Tutor to an assigned group of students. • Promote the general progress and well-being of individual students and of the Personal Tutor Group as a whole. • Liaise with a Head of Year to ensure the implementation of the school's pastoral system. • Register students, accompany them to assemblies, encourage their full attendance at all lessons and their participation in other aspects of school life. • Contribute to the preparation of action plans and progress files and other reports and references. • Alert the appropriate staff to problems experienced by students and to make recommendations as to how these may be resolved. • Communicate as appropriate, with the parents of students and with persons or bodies outside the school concerned with the welfare of individual students, after consultation with the appropriate staff. • Apply the academy's behaviour management systems so that effective learning can take place.

Academy Ethos
<ul style="list-style-type: none"> • Commitment to the protection and safeguarding of children. • Play a full part in the life of the academy and trust community, supporting its distinctive mission and ethos and encouraging staff and students to follow this example. • Promote actively the trust's wider corporate policies. • Comply with the academy's health and safety policy and undertake risk assessments as appropriate.
Signatures
<p>The Trust will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.</p> <p>This job description is current at the date below but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.</p>

Personal Specification

Selection Criteria	Essential	Source A = Application I = Interview R = References T = Task/Observation
Qualifications		
Qualified Teacher status with a good honours subject degree	✓	A
Evidence of continued personal and professional development	✓	A
5+ A*-C including english and mathematics	✓	A
Experience		
Recent experience of working with students across the secondary age range	✓	A R
Recent experience in raising students' attainment	✓	A R I
Knowledge and Skills		
A passion for learning and an outstanding teacher	✓	A R I
Secure commitment to a clear vision for the department and the academy	✓	A R I
Ability to match student's needs in terms of curriculum, spiritual, personal and social development	✓	A R
Understanding and awareness of current educational developments and the implications of relevant educational legislation	✓	A
Work as part of a team	✓	A R I
Motivate and inspire students and parents	✓	A R I
Knowledge of all necessary NC assessment, recording and reporting	✓	A
Communicate effectively, orally and in writing for a range of audiences and purposes	✓	A R I
Manage good communications systems	✓	A R I
Excellent ICT skills	✓	A R I
CPD Responsibility		
Commitment to comply with Trust and academy policies	✓	A R
Commitment to continue personal development in relevant area	✓	A
Commitment to participate in the staff review and development process	✓	A R
Commitment to raising standards for all staff and students	✓	A I
Commitment to equal opportunities and inclusion	✓	A I
Commitment to participation in the full life of the academy	✓	A
Commitment to the promotion of health and safety at work and to the protection and safeguarding of children	✓	A I
Need for awareness of and commitment to equal opportunities	✓	A I
Understand the diverse nature of British society and the local community	✓	A I
Personal Qualities		
Tact and a sense of humour	✓	I
Resilience	✓	R I
Deal sensitively with people and resolve conflicts	✓	R I
Ability to get the best out of people	✓	R I
High levels of motivation and commitment	✓	A R I
Ability to work under pressure and meet deadlines	✓	A R I
Achieve challenging professional goals	✓	A
Application		
Accurate completion of the academy application form	✓	A
Letter which addresses person specification, evidence in letter and application	✓	A
Technically accurate in terms of spelling, punctuation and grammar	✓	A
Legally entitled to work in the UK	✓	A

Seven reasons to choose to live and work in Wigan

In October 2017 Wigan was crowned the happiest place in Greater Manchester. Residents scored an average of 7.6 out of 10 on the cheeriness scale, according to the government's most recent wellbeing survey.



Conveniently located between the major cities of Manchester and Liverpool, Wigan is a great place to live and here are just a few reasons why you should make Wigan your home town and place of work.

Great commuter links

At the heart of the motorway network, Wigan has quick and easy access to the M6, M58, M60, M61 and M62 so as a commuter there is no better place to live.

Wigan boasts two rail stations, Wigan North Western and Wigan Wallgate. Our rail links are exceptional with frequent, direct services to London with a travel time of 2 hours. Manchester, Liverpool and Preston can be reached within 30 minutes. These travel times will be further reduced with the arrival of HS2.

Wigan is also well located for both Manchester Airport and John Lennon airport in Liverpool.

Value for money property

With the average house price in Wigan below the national average, houses in the area provide excellent value for money and there are opportunities for shared ownership schemes for those who wish to start their journey on property ladder.

Wigan has excellent housing stock of 142,000 covering a good range of property types and locations. There are also plans to enable the building of 10,000 homes in the next 10 years to ensure that the number of new homes matches demand in the borough.

The local authority has also been public about maintaining their committed to keep their council tax rates as one of the lowest. It is currently the second lowest in Greater Manchester.

Local attractions

Wigan boasts excellent shopping centres, wonderful areas of natural beauty, and an abundance of activities and sports in the area including bowling and roller skating.

The town hosts a number of events throughout the year including a half marathon, Wigan Pride, The Wigan 10K, Christmas markets, Christmas lights switch on and many other town center events including continental markets run throughout the year. Wigan has a vibrant and rich history and has two museums, Trencherfield Mill and the Museum of Wigan Life, meaning it's great for history buffs.

Shopping

Wigan town centre offers a superb shopping experience, major high street stores can be found in the Grand Arcade, this large shopping centre has plenty of high-street favourites.

Wigan also has more than 80 independent shops and restaurants in the numerous Victorian and Georgian arcades including the Galleries. Wigan has had a lot of money invested into its retail areas over recent years and the town centre has had further plans approved for a £60m regeneration project. The redevelopment will see the Galleries shopping centre revived into a modern retail destination including space for a cinema, gym, restaurants and leisure complex.



On the outskirts of Wigan is Robin Park, a sports, leisure and retail complex. Here you will find large retail stores, a cinema and a number of restaurants and eateries. Manchester, Liverpool and the famous Trafford Centre are all also in easy reach.

Workforce and colleagues

With a population of round 323,000 residents Wigan is home to 11.6% of Greater Manchester's total population providing access to a skilled and varied work force.

A recent study by the Office of National Statistics showed that Wigan has a high employment rate (75.4%) which is the 3rd highest in Greater Manchester and is above the UK average. When you live in Wigan there are plenty of jobs and opportunities around.

Wigan's economy grew by 2.4% between 2014-2016, faster than the Greater Manchester (2.1%) and UK (2%) average.

Sport and leisure

70% of Wigan's 77 square miles comprise of open space. Mesnes Park, Worthington Lakes, Fairy Glen and Haigh Woodland Park are perfect spots for those who love the great outdoors. Haigh Country Park and Mesnes Park have recently been the focus of regeneration plans, and areas such as Alexandra Park hold Green Flags for their facilities.

Wigan boasts six leisure centres, four pools and an extreme adventure zone offering a huge range of activities across the borough.

The iconic Wigan Pier is set to be rebranded as the 'Wigan Pier Quarter' over the next 10 years with a new performance venue, shops and community garden.

Activities are in abundance as a result of the beautiful local environment and include golf, fishing, sailing and rambling.

Wigan also boasts world famous sports teams including Wigan Warriors Rugby League Club, Wigan Athletic Football Club, Leigh Centurions and Wigan Cricket Club so there is always plenty of action to watch.

Education



Wigan has a brilliant education network from primary schools right through to further education establishments.

Education in Wigan is something we are very proud of. 89 per cent of primary schools and 88 per cent of secondary schools are rated as good or outstanding. If you want to start a career in education, there are lots of opportunities within schools.

In 2015 our schools were singled out for praise by the head of OFSTED, Sir Michael Wilshaw who highlighted the good work as part of his third annual report. Wigan has consistently excelled in education and has gained a reputation for recruiting and retaining high quality and effective teachers.

Winstanley College has been named in the top ten further education colleges in the country. St John Rigby College has recently been rated as outstanding by Ofsted and Wigan and Leigh College has achieved University Centre status and is able to offer a range of post 16 options including Higher Education. Wigan is also the base for ALRA, a nationally acclaimed drama school and a member of Drama UK.

Wigan is conveniently located for the internationally renowned universities of Manchester and Liverpool. The University of Manchester itself boasts 25 Nobel Prize winners. There are 20 universities within less than a one-hour drive of Greater Manchester, with in excess of 400,000 students.

So if you are thinking of relocating to the Northern Powerhouse... think Wigan and choose Community First Academy Trust.

Pay & Reward at Community First Academy Trust

Community First Academy Trust has outstanding standards of excellence through a highly collaborative and enterprising approach, which helps us meet the high expectations of our students/pupils, their parents, our staff and our communities.

As well as outstanding professional learning and career development opportunities, we offer a highly competitive benefits package.



How to Apply

Application forms can be downloaded from either www.cfat.org.uk

Completed applications may be returned via email to recruitment@cfat.org.uk

If you would prefer to submit a paper application form, please return to:

Mr Craig Holden
Director of HR
Rose Bridge Academy
Holt Street
Ince
Wigan
WN1 3XH

Short listed candidates will be notified by e-mail of the interview arrangements. Please ensure your correct email address is provided on your application form.

Key Dates:

- **Closing Date: Friday 28th September 2018 at 12 noon**

To organise a tour of school or for informal discussions please contact Helen Sharples on 01942 510712 extension 207. All conversations will be treated as confidential.

Relevant Policies:

- CFAT DBS Policy
- CFAT Safer Recruitment Policy
- Child Protection and Safeguarding Policy
- CFAT HR GDPR Policy

Any offer of employment is subject to a satisfactory enhanced criminal record with barred list through the Disclosure and Barring Service (DBS), medical clearance, references and verification of your qualifications satisfactory to the Trust.

In line with safer recruitment guidelines we will be taking up references in advance of the interview and will take them into account during the interview process.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment and adhere to the Trust's child protection policies and procedures.

Applications from all sections of the community are welcome.

Please note we cannot accept CVs as part of our safer recruitment process.

Unfortunately, we are unable to notify candidates individually if they have not been successful with their application.

To all recruitment agencies: Community First Academy Trust (CFAT) and all its organisations do not accept unsolicited agency CVs. Please do not send unsolicited CVs to any of our job openings or to CFAT employees. CFAT will not be responsible for any fee(s) related to unsolicited CVs and succeeding any job opening or recruitment initiative.