

Participant Development Manager

The Participant Development Manager (PDM) is accountable for excellent participant outcomes in a specific local area. The PDM leads on all local participant impact activity through the line management of approximately fifteen Participant Development Leads (PDLs) whose delivery constitutes a significant factor in the successful delivery of the new Postgraduate Diploma in Education (PGDE) from September 2017 and broader delivery of the Teach First Leadership Development Programme. The PDM works collaboratively with other PDMs nationally.

What you'll do

At this level you will:

- Report into the Local Director or Area Manager
- Serve as line manager to approximately fifteen direct reports
- Be accountable for all participant outcomes in your local area
- Engage as a member of the Participant Development Manager (PDM) role group by contributing to a culture of sharing good practice and collaboration
- Contribute to all Teach First Areas of Activity to accelerate local impact.

Your responsibilities include:

- Attracting, developing, and retaining approximately fifteen direct reports to drive outstanding participant outcomes.
- Leading a team that has accountability for participant progress, including:
 - Driving engagement with key reporting tools to monitor participant progress.
 - Ensuring high levels of participant retention, satisfaction, achievement and pupil impact.
 - Providing timely and appropriate support and interventions for participants.
 - Effective orchestration of participant support from all participant support roles.
- Ensuring all PDL and Leadership Development Officer (LDO) activity is aligned with PGDE curriculum and broader Teach First areas of activity.
- Managing university course leader relationship, to ensure effective management of escalated participant issues with schools and / or university partners
- Oversight of the provision of a high quality local programme of mentor training, support and development utilising national resources and approaches alongside locally driven interventions via local PDLs and university tutors.
- Working collaboratively with PDMs to develop good practice nationally.
- 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.

You're good at

Essential:

- **People Management and Development:** Provides team direction and builds an effective team, empowering and enabling direct reports to act independently and solve problems on their own. Addresses performance issues fairly, positively and promptly. Provides ongoing, future focused, constructive, timely and specific feedback to others about their development progress and encourages and facilitates collaboration across teams.
- **Relationship Management:** Nurtures a network of external stakeholder relationships of benefit to the team and organisation.

- **Customer insight and service excellence:** Acts as an escalation point and gathers insights through a range of sources, seeking to collect, interpret and deploy information to improve delivery within own area.

Desired:

- **Knowing the Market:** Experience developing and coaching teachers in a broad range of contexts

All our employees are expected to model [our values](#) and help others to do so.

Location

West Midlands Local Area Office, 20 Colmore Circus Queensway, Birmingham B4 6AT

Salary

£40,070 - £45,460 dependent on experience + excellent benefits.

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.

Next Steps

We aim to provide feedback to all applications within 10 working days from the closing date.