TeachFirst

Contract Type:	Permanent
Hours:	37.5
Location:	West Midlands
DBS:	Enhanced
Level:	3
Salary:	£40,070 pro rata (roles based in London will also receive £3,00 pro rata London Weighting Allowance)

Participant Development Lead – Secondary (History Specialist)

Purpose of the team:

Teach first is working towards a future where no child's educational success is determined by their background. The West Midlands regional team focus on delivering our programmes locally working in partnership with participants, ambassadors, schools and head teachers to achieve our shared vision.

Purpose of the role:

The Participant Development Lead (PDL) will support the Now Teach Programme alongside Teach First participants on our Leadership Development Programme (LDP). They will be accountable for ensuring participants complete the programmes and develop into life long-leaders and engaged ambassadors (alumni of our programmes).

At this level you 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, 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**
  - Be a subject specialist in History using expertise to design and deliver high quality development sessions relevant to your specialism

Your responsibilities will include:

- Ensuring participants are retained in line with targets over the two-year LDP
- Ensuring participant achieve defined outcomes including achievement of QTS and 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)
- Supporting the participant recruitment process which may include working with schools to support interviews, ensuring mentors are recruited and inducted and working with regional colleagues to recruit the required number of partner schools

- Facilitating the content for LDP and contribute to a network of PDLs to share best practice and offer training as necessary
- Relationship management of the participant support system ensuring the best possible support is provided by school mentors and university tutors
- Developing classroom practice and leadership for participants across the LDP

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 a History
  - 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

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 is likely to take place on 7th March 2019.