

Training Lead

Ark Teacher Training

Closing date: 12:00 pm on **Tuesday 12th December**

Start Date: January 2018

Location: London (with additional travel)

Salary: £30,000 - £35,000 + 11% employer pension contribution

Contract: Fixed Term Contract – 1 year



Ark Teacher Training:

Launched in 2013, Ark Teacher Training is a programme for committed graduates and career changers who aim to become great teachers. Trainees spend one year in an Ark school - becoming a great teacher while learning on the job. With the support of an inspirational group of tutors, coaches and educational experts, the trainees have all the tools they need to perfect their craft. We understand the importance that the first few years of teaching have on a teacher's future, so that's why the programme also supports trainees for the following two years through our NQT and NQT+ schemes.

Ark Teacher Training was judged 'Outstanding' in all areas by Ofsted in [January 2017](#).

The role of Secondary Training Lead:

We are looking for **secondary specialists** to work with our Tutors, Curriculum Designers and network of expert teachers to deliver world-class training and development to trainees and teachers. The post-holder will be responsible for the delivery of the taught elements of the curriculum (both face-to-face and online) as well as providing additional one to one support to individual trainees and mentors in schools.

In order to excel in the role the post-holder will need to be an excellent teacher with a track record of delivering excellent achievement for pupils – particularly those who are vulnerable to underachievement. They will also have experience of coaching trainees and/or teachers; leading professional development sessions and have an understanding of best practice in teacher training and development. Most importantly, the post-holder will have a strong interest in our work with the drive and desire to improve educational outcomes for disadvantaged students.

To apply for the role, you will need to submit the following:

1. A cover letter (**no more than 2 sides**) outlining how your knowledge, skills and experience meet the requirements of role
2. CV (**maximum 2 pages**)

Applications should be submitted via the online recruitment portal <https://goo.gl/8xRbgd> no later than **12:00 pm on Tuesday 12th December, 2017**.

If you have any questions or queries about this role or wish to have a confidential conversation about the position, please email Genevieve Field Genevieve.field@arkonline.org

For technical queries, please contact the Recruitment team on recruitment@arkonline.org

ATT is committed to safeguarding and promoting the welfare of children and young people in our academies. In order to meet this responsibility, we follow a rigorous selection process. All successful candidates will be subject to an enhanced Disclosure and Barring Service check.

Job Description: Training Lead

Start Date:	January 2017
Location:	London
Salary:	£30,000 - £35,000 + 11% pension contribution
Contract:	Fixed Term Contract – 1 year

The Role

This is an opportunity to join a high performing founding team committed to ensuring that all children get an excellent education. The work of the London-based roles will be split across our southern campuses.

Key Responsibilities:

- Plan and deliver high quality intervention for trainees throughout the year in response to trainee progress.
- Deliver, and where needed design, high quality training across the ITT programme.
- Support the design, implementation and delivery of our NQT programme. This may also include the Masters in Expert Teaching and Certificate in Teacher Education programmes.
- Work with a range of stakeholders to develop the quality of in-school coaches.
- Work as part of a broad team which includes Tutors, members of the curriculum design team as well as expert teachers from our partner schools.
- To undertake any other tasks as directed by the Leadership Team.

What's the context?

ATT is a rapidly growing organisation. This means that:

- The team will continue to grow quickly;
- There will be frequent changes;
- There will be a need for constant prioritisation as resources will be limited;
- You'll feel an ownership over a shared vision and mission;
- There will be an expectation of flexibility - this is not a nine-to-five job and everyone will need to pitch in; and,
- You'll have an understanding of all aspects of our work in the early stages and as we grow you'll need to make the shift to increased specialisation.

What is the commitment?

- Some evening and weekend work to support and facilitate the programme.
- Some travel to within England
 - Main location: London – travel will include the South Coast and West Midlands
- Significant initial commitment during our early phase.

Who will you be working with?

You will be working with a rapidly growing faculty team comprised of highly talented Tutors, Training Leads, Coordinators and Curriculum Designers

What are the benefits?

- Annual Leave: 25 days per year (in addition to bank holidays)
- Pension: Ark offer an 11% pension employer contribution
- Flexible working

Our Values

- Curiosity
 - Learn rapidly and eagerly
 - Seek to understand your impact
 - Get beyond symptoms and identify root causes
- Rigour
 - Accomplish large amounts of high quality work
 - Articulate what you are and are not trying to do

- Discover practical solutions to hard problems
- Collaboration
 - Skillfully give, receive and use feedback
 - Make time to help colleagues
 - Demonstrate consistently strong performance so colleagues can rely on you
- Bravery
 - Make wise decisions despite ambiguity
 - Challenge prevailing assumptions when warranted and suggest better approaches
 - Question actions inconsistent with our values
- Kindness
 - Be known for your courtesy and candor
 - Be true to your word
 - Treat people with respect independent of their status or disagreement with you

The Training Lead's role will involve:

Trainee Intervention

- Provide face-to-face training which:
 - Supports all trainees to achieve QTS with exceptional outcomes
 - Work alongside tutors to design personalised intervention programmes
 - Support all NQTs to pass their Induction by, where necessary, providing additional support so that they go on to meet the Teachers' Standards

School Development

- Leading on a programme which develops stakeholders at all levels in schools including:
 - Coaching training
 - Co-planning training
 - Other staff development programmes

Curriculum Design

- Supporting in the design of training that focuses on:
 - The ability to use a range of teaching and learning strategies to great effect;
 - The ability to accurately assess achievement and demonstrate through their planning and teaching that their pupils, including those who are vulnerable to underachievement, make at least good progress;
 - The ability to create an excellent climate for learning;
 - The ability to teach reading, writing, communication and mathematics effectively to enhance the progress of pupils they teach;
- Embedding a fully blended approach to the curriculum by designing and implementing activities that trainees can complete in school and independently that complement the overarching curriculum and accelerate progress.
- Designing high quality, bespoke induction and intervention training to ensure all trainees make rapid progress throughout their training year.
- Identify innovative ideas for training approaches and materials through research. Eg. This could include visiting other training providers, meeting experts in the field.
- Feedback and where necessary, support the curriculum team to adapt and improve session materials and e-learning modules

Curriculum Delivery

- Facilitating high quality training that has a measurable impact on pupil progress
- Facilitating bespoke, high quality intervention training throughout the academic year in response to trainee progress

Leading curriculum based tasks in all areas of teacher development to leverage rapid trainee progress in all areas of teaching e.g. pupil progress audit meetings

Person Specification: Training Lead

Qualification Criteria

- Qualified to degree level
- Qualified to teach in the UK
- Right to work in the UK.

Knowledge and Experience

Essential

- Recent teaching that resulted in excellent achievement for pupils, particularly those who are vulnerable to underachievement.
- Experience in teacher training and development including coaching and mentoring teachers,
- Leading professional development sessions and understanding best practice in teacher training and development.
- Experience of leading professional development sessions for teachers.
- Skilled in management of important relationships with a range of individuals and organisations.

Desirable

- Skilled in effective project set up and management.
- Understanding of best practice in initial teacher training and up-to-date understanding of the current changes to initial teacher training.
- Has a strong network of teachers across a number of schools.
- Experience in schools serving disadvantaged communities.
- Experience in delivering the national curriculum.

Personal Characteristics

- Flexible, highly organised and able to multi task and prioritise work to meet deadlines
- Hard working, detail orientated, and systematic
- Confident and tenacious
- Ability to think creatively
- Committed and generous team worker, to whom going above and beyond expectations for their colleagues is second nature
- A self-starter with a flexible approach to work and willingness to do whatever it takes
- Enjoys working under pressure and able to take personal accountability for delivery of goals
- Highly articulate with discerning and sensible judgement.

Values

- Personal vision is aligned with Ark's high aspirations and expectations of self and others
- Genuine passion and a belief in the potential of every student
- Passionate about teacher development
- Motivation to continually improve standards and achieve excellence above norms.

Other

- This post is subject to an enhanced police check of previous criminal convictions with the Disclosure and Barring Service (DBS)