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| Contract: | Permanent |
| Hours: | 37.5 |
| Level: | 3 |
| DBS required: | None |
| Starting Salary: | £37,544 (roles based in London will also receive £3,000 London Weighting Allowance) |

Education Research Specialist

Purpose of the team:

The Strategy, Research and Performance directorate 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. Its role is to input into the development of Teach First strategy and the initiatives to implement that strategy in line with the latest evidence and research. The directorate helps drive performance at Teach First by providing access to the data, analysis and research that informs decision making and by serving as a centre of excellence for implementation & project management. The directorate supports the organisation to learn from what has and hasn't worked through rigorous evaluations and ensures these learnings are captured in organisational planning and future strategy.

Purpose of the role:

The Research Specialist will lead the way for Teach First being evidence driven. This role ensures that the design and delivery of Teach First programmes is led by the latest research in the education sector and informed by practice on the frontline. This role will develop and conduct research projects to ensure that Teach First has the greatest impact on disadvantaged pupils. Colleagues across the organisation will be reliant on this role to access the latest research to guide decision making, at an operational and strategic level. This role will also lead on generating and collating evidence to inform the design of the curriculum for our teacher training and school leadership programmes.

At this level you will:

- **Impact:** Responsible for embedding analysis and research into operational and strategic decision making.
- **Communication:** Represent the findings from the research and analysis to internal and external audiences to embed recommendations into decision making.
- **Innovation:** Provide solutions for teams across the organisation that allow them to effectively use research and analysis for greater impact and effectiveness.
- **Knowledge:** Have a strong understanding of research methodologies and knowledge of both external and internal data sets to inform analysis; have knowledge of the education research landscape

Your responsibilities will include:

- Leading and contributing to research projects investigating ways to improve Teach First's impact as an education charity, ranging from how to develop subject-specific pedagogy among early career teachers through to the leadership practices that enable schools to be sustainably successful.
- Working closely with the team that designs our teacher development and leadership programmes to promote evidence-based approaches to teaching and learning (including the potential for a secondment with the Curriculum Design team).

- Contributing to the design and delivery of professional learning sessions and workshops for colleagues and programme participants to encourage evidence-based practice 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.
- 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.

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:

Essential (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, particularly design and delivery of programmatic activity
- Experience of evidence-based practice in schools, whether as a teacher or in another role
- Experience of undertaking literature reviews to find, assess and summarise key literature
- Experience of planning and conducting rigorous primary research
- Excellent written communication (e.g. writing research papers) and presentation skills
- Excellent training and facilitation skills

Essential (knowledge):

- Extensive knowledge and understanding of the science of learning, including knowledge, memory, instruction, assessment theory and common misconceptions regarding how children learn
- Knowledge of what makes for effective teacher development, and the evidence on effective practice both in the classroom and in educational leadership
- Knowledge of the history of education policy in England, as well as influential theories and approaches in the profession
- 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 principles 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 the intranet 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 first round interviews are likely to take place on 30th April 2019.