

A close-up photograph of two young girls. The girl on the left has blonde hair and is smiling broadly, showing her teeth. She is wearing a yellow and white checkered dress. The girl on the right has dark skin and hair, and is looking directly at the camera with a slight smile. She is wearing a white collared shirt under a dark blue cardigan. The background is a blurred brick wall.

TeachFirst

Participant Development Lead

Providing exceptional training and development support to Teach First's trainee teachers, helping them to become lifelong leaders.

Candidate information

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Welcome

Teach First has just announced the biggest changes to our Leadership Development Programme since we were founded in 2003. From summer 2017, our trainee teachers will work towards a new two-year Post Graduate Diploma in Education (PGDE) worth double the credits of a PGCE (which we currently offer to our trainees). As a result of this change, we're now looking for outstanding candidates to become **Participant Development Leads**, providing exceptional training and development support to these trainee teachers, helping them to become exceptional teachers and lifelong leaders in the movement to tackle educational inequality.

Ideal candidates will have qualified teacher status (QTS) with experience of working in a leadership capacity within a school environment. You will have evidence of delivering great outcomes for students, have outstanding knowledge of Teachers' Standards, a minimum of two years' teacher training or development experience, and experience of teaching in a range of institutions across England and/or Wales with a particular focus on those serving low-income communities.

You will be working with a number of schools within your chosen local area, providing an exciting opportunity to work across, and gain experience from, the diverse areas where our teachers are most needed. When not based in school, you may work in your local Teach First office, or a location that best suits you. We will also consider applications from candidates who can work part-time hours.

This pack tells you more about the new **Participant Development Lead** role, how to apply, and what it's like to work at Teach First.

Please take the time to read it through to get a full understanding of the role before completing your application.



33% of pupils on Free School Meals achieved 5 A*-Cs at GCSE compared to **60.5%** of all other pupils



After their GCSEs, **20%** of students on Free School Meals are not in education, employment or training



Young people from wealthier backgrounds are **6 times** more likely to go to selective universities compared to their lower income peers

Sources: Department for Education 2013, Sutton Trust 2010.

We refuse to accept that disadvantage determines destiny.

About Teach First

Teach First is working towards a day when **no child's educational success is limited by their socio-economic background**. To achieve this, we are **building a movement of exceptional leaders who are changing lives within classrooms, schools and across society**.

A child's background can limit what they are likely to achieve in education and life. Teach First is an education charity working to empower people to end this inequality.

By finding, developing and supporting great people to teach and lead in schools facing the biggest challenges we are changing the lives of children from low-income backgrounds.

We work with thousands of schools, businesses, universities and other charities that are equally impatient to end educational inequality, helping young people to believe in themselves, raising school and pupil performance, strengthening the teaching workforce and developing lifelong leaders across education and society.

Every year since 2003, a new group of trainees has embarked on our two-year Leadership Development Programme, during which they teach in one of our partner schools, supported by school mentors and university tutors. Our programme began in London, but we now place trainees in schools in all areas of England and Wales. Today, we are the largest graduate recruiter in the UK.

63% of those who successfully complete our programme remain in the classroom, while others rapidly progress into leadership roles within schools, social enterprises, government and a range of many other high-profile careers across all sectors of society. What they all have in common is a belief that every child should have equal opportunities in education and in life, and the knowledge they are contributing towards this goal.



About this role

From summer 2017, trainees on the Leadership Development Programme - who we refer to as participants - will be working towards achieving a Post Graduate Diploma in Education (PGDE) which, for the first time, fully integrates teacher training with leadership development throughout the two years, and is worth double the credits of a PGCE.

The new programme will increase Teach First's impact by equipping participants with the skills to help end educational inequality. Through their experience, the Participant Development Lead is developing people into ambassadors and lifelong leaders. Our new programme draws on global best practice and builds on our outstanding Ofsted rating to deliver a world class programme.

In our new programme, we are enhancing and simplifying the support provided to participants. Each shall now receive a school-based mentor, a subject specialist university tutor and a Teach First **Participant Development Lead**.

The **Participant Development Lead** is a unique new role, which is central to the participant experience and a cornerstone of the new programme. You will work in a community of expert practitioners and provide exceptional support to participants throughout their two year training programme. You will ensure they complete the programme, achieve profound pupil impact in their classrooms, and develop into lifelong leaders working towards the Teach First vision where no child's educational success is limited by their socio-economic background.

You will ensure participants are equipped with all the skills required for success when they enter the classroom and enable strong pupil outcomes throughout their two year commitment. You will coach and mentor participants to ensure they make rapid and sustained progress, as well as brokering specialist support from a variety of sources, where necessary. You will also support participants to build their own networks, thus enabling them to support their own teaching and leadership development, resilience and wellbeing. All of this work will support our participants to engage as the next generation of leaders in the movement to end educational inequality as ambassadors (alumni) of the Teach First Programme.

[Read the full job description](#)

Where you are needed

We are working across England and Wales to give all children access to a brilliant education and, as such, the **Participant Development Lead** roles are based throughout the areas in which we work. Successful candidates will be accountable for a number of participants teaching at partner schools within one area of the UK. You can select the area in which you would like to be based in your application.

This map gives an overview of where we've placed participants to date, highlighting the concentration of placements in local areas, and where we need expert support.

Please note:

We have had an incredibly successful first few rounds of recruitment for this role, and we are now recruiting for the following areas and phases only:

East of England: Primary & Secondary

London: Early Years

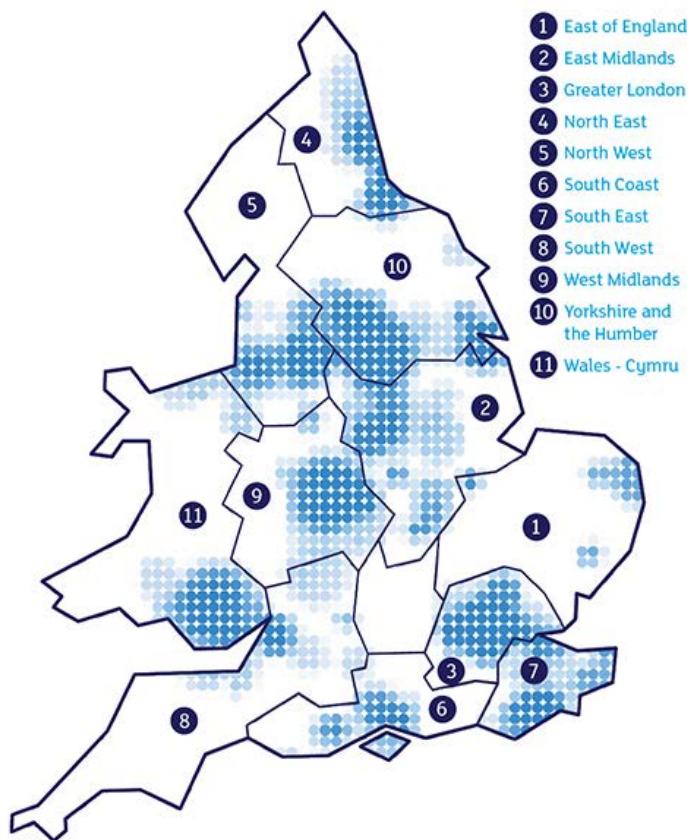
North East: Secondary

South West: Secondary

Yorkshire & the Humber: Primary

South East: Early Years

South Coast: Secondary





Job description

Salary: £40,070 per year dependent on experience (please note all roles in London will receive a £3,000 London weighting allowance in addition to their salary)

Start date: August 2017

Purpose: The Participant Development Lead (PDL) is accountable for ensuring Teach First participants (trainee teachers) complete the Teach First Leadership Development Programme, develop into lifelong leaders, and meet the organisation's pupil impact targets in their classrooms. They will orchestrate all aspects of support provided to participants including that from university tutors and school-based mentors to ensure participants thrive and complete the programme as engaged ambassadors (alumni of the Teach First programme).

Key accountabilities:

- Ensure participants are retained, in line with organisational targets, over the two-year Leadership Development Programme (LDP)
- Ensure participants achieve defined outcomes. This will include achievement of Qualified Teacher Status (QTS) and supporting achievement of a Post Graduate Diploma in Education (PGDE)
- Ensure participants meet the core requirements of the Leadership Development Programme (LDP)
- Support participant well-being, tracking of progress, identifying areas for development and ensuring pupil impact targets are met (as measured by external assessment averaged across a Local Area team)
- Facilitate content for the LDP (including modules within the PGDE) 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
- The development of classroom practice and leadership for participants across the Leadership Development Programme, ensuring participants become engaged ambassadors

Technical competencies:

- Qualified teacher status with experience of working in a leadership capacity within a school environment
- Evidence of delivering great outcomes for students
- Outstanding knowledge of Teachers' Standards and/or the Qualified Teacher Status Standards Wales (2009)
- 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 teaching in a range of institutions across England and/or Wales, with a particular focus on those serving low-income communities

Desirable:

- Masters-level qualification in education or leadership and/or experience of teaching Masters-level qualification
- Experience of innovative coaching and mentoring practices
- Demonstrable knowledge of evidence-based teacher practices and evaluating interventions in a school setting
- Demonstrable expertise in a particular subject or phase pedagogy (Early Years, primary or secondary)



Teach First Employee Benefits

Agile working

We believe in building a work environment based on trust and integrity and have worked to build an internal culture that empowers all employees to control their ways of working. Agile working will give you the opportunity to choose the most appropriate working location and hours to suit you.

Pension plan

After three months' service, all employees are eligible to receive pension contributions from Teach First and join the Teach First Group Personal Pension (GPP) scheme. This scheme allows you to save for your retirement through your own personal pension policy while receiving a contribution from Teach First each month.

Life assurance

As a permanent or fixed-term employee of Teach First, you will nominate beneficiaries that will be entitled to compensation in the event of your death. This is paid by the charity at four times your basic annual salary.

Externships

Externships give employees the opportunity to visit a partner Teach For All organisation in another country to exchange knowledge, skills and ideas. The opportunities are open to employees with two years' continuous service.

Vision engagement opportunities

You'll be encouraged to spend at least three days a year engaging in the vision, like working with a partnering social enterprise, visiting a primary school or becoming a higher education mentor to a secondary school student.

Single cover private medical insurance

Teach First will cover all employees at no additional cost to give you access to specialised medical treatment at a time and place convenient for you. All employees will be enrolled into Private Medical Insurance provided by Pru Health. Their Vitality scheme combines the best possible medical care alongside an intuitive reward framework. For example, members can take part in a free health check, access discounted gym membership at Virgin Active, earn additional Nectar points when purchasing healthy food and even receive cash back on tickets to concerts, sporting events and West End shows.

Talent development offer

Teach First have an extensive talent development offer for employees to support your development in role and stretch you to achieve your full potential. Courses are aligned to develop competencies, management and leadership skills and performance.

Income protection

All employees will be automatically covered by income protection when joining Teach First. If you suffer from an injury or illness which prevents you from working for a long period of time, income protection will cover 66% of your income during this time.

Employee assistance programme

The employee assistance programme is an external service that allows you to speak to a qualified counsellor confidentially around issues that affect you in the workplace or outside of work.

Holiday offer

As a Teach First employee, you are eligible to receive 27 days per annum (pro-rated for part-time or fixed term employees). This increases to 28 days per annum after two years' service, 29 days after five years' service and 30 days after seven years' service.

Application process - what you can expect

We're committed to finding the best people possible to support our participants on their two-year Leadership Development Programme, enabling them to become inspiring teachers achieving outstanding pupil outcomes, and developing into lifelong leaders. The recruitment process for our trainee teachers is exceptionally demanding and we need to apply the same level of rigour to this vital support role. The four stage recruitment process is:

Stage one: Application form

The first step of the process in applying for the Participant Development Lead role is to fill out our [application form](#), and submit your cover letter and CV. We ask that you outline in your cover letter why you want to work for Teach First and why you believe you are a suitable candidate for this role. Please keep this to one page (single-sided). We will also require you to include a response to the following in the application form:

1. Describe your experience of developing and training teachers
2. Describe your experience of working in a leadership capacity
3. Define great teaching

It is possible to start your application and finish it at another time as long as it is completed and submitted before the application closing date.

Stage two: Video interview

Successful candidates from the application stage will be invited to complete a brief online video assessment, during which you'll need to provide a recorded answer to a set question within a specified time window. Should there be any reason you are unable to complete the video interview, a phone interview may be offered as an alternative.

Stage three: Assessment centre

Candidates who are successful at the video interview stage will be invited to attend an Assessment Centre in London. This will include a series of activities and provide a realistic job preview. Though the assessment centre candidates will gain insight into the uniqueness of this role and the impact they can make towards ending educational inequality.

Stage four: Local area interview

Candidates will meet with the Local Director in their chosen location in a one-to-one setting for a final interview. This stage will allow candidates to familiarise themselves with the local area and understand the unique context through the lens of a Local Director.

Offer

Offers are anticipated to be made by the end of May in line with the teacher resignation deadline.



We look forward to receiving your application.