



Teach First

Development Lead



The role

Our Programmes:

Development Leads most frequently work on our [Training Programme](#).

Some Development Leads may also have the opportunity to work on one of our other programmes such as the [Early Career Framework](#), [NPQs](#) and [Careers Leader](#).

The rundown: For Development Leads working on our Training Programme — your first-class support will help our trainee teachers to develop their classroom management, leadership and pedagogy; guiding them through our programme and to completion of their PGDE.

You'll have a designated portfolio of trainees and will work closely with the schools they are placed in, as well as their school mentors and Subject Development Leads.

Your work will see them grow into leaders, committed to making a difference to educational inequality.

For Development Leads working on our leadership programmes – your support and expertise will help experienced teachers progress their leadership skills.

The detail: day-to-day work

- Retaining trainees in line with targets for the duration of our programme
- Making sure trainees achieve the outcomes of our programme e.g. Qualified Teacher Status and Post Graduate Diploma in Education
- Observing trainees teach and providing feedback. Helping trainees develop teaching practice and skills.

- Supporting trainee well-being, tracking their progress and recognising areas for development
- Making sure pupil impact targets are met (measured by external assessment and regional averages)
- Facilitating content to groups of trainees or mentors for our programme
- Being an active part of our Development Lead community, sharing best practice and training as needed
- Overseeing the support provided to trainees by school mentors and university tutors. Providing training for school mentors.

You'll take ownership for:

- Delivering the best support to your trainees, enabling them to achieve QTS and successfully complete their PGDE.
- Reviewing trainee progress and recommending trainees for QTS .
- The retention, progress and satisfaction of your portfolio of trainees
- The development and satisfaction of your portfolio of in-school mentors.
- Your continued professional development, staying up -to-date on educational research and how it is applied
- Excellent working relationships with trainees, mentors, schools and university tutors.
- Understanding your Safeguarding obligations and the protection of children and young people by completing mandatory training and staying up to date on relevant policies.

About you

The essentials:

- Sector Knowledge:** You've got QTS and have worked as a school leader. You've got relevant phase knowledge (Secondary, Primary or Early Years) and understand outstanding classroom pedagogy. Your knowledge of the [Teachers' Standards](#) and Core Content Framework is outstanding.
- Developing Others:** You've developed, mentored and coached inexperienced teachers within an ITT (Initial Teacher Training) route for at least two years. e.g. PGCE, Schools Direct, Teach First etc.
- In non-London regions:** You must hold a full UK driving licence with access to your own car to travel between schools. Travelling across the region is an expectation of this role.

The nice to haves:

- You have experience of innovative coaching and mentoring practices
- You can interpret research and know how to put it into practice
- You can demonstrate your knowledge of evidenced-based teacher practices and evaluating interventions in schools
- You have a Masters-level qualification and/or experience of teaching Masters-level content.

We succeed when we work together. Here's who you'll be working with regularly:

- Development Leads - both EYP and Secondary specialists, and Subject Development Leads (peers)
- Programme Support Manager (your line manager)
- Regional school partnership colleagues

More info on how the role fits in with the rest of the team and charity:

This position is a level 3 role. Take a look at [our role levels](#) and where you'll fit in.

You'll report to: Programme Support Manager

Please note: We can't accept applications from individuals who are subject to a current bar from teaching in schools in the UK. All successful candidates will be vetted against the Teacher Regulation Authority list of published hearing outcomes before a job offer is made.

A DBS check will be required.



The main responsibilities of this role are described here. As our needs as a charity change, we may need to make reasonable changes from time to time.



More about working for us

There's lots of great stuff about working here. For full details [pop over to our webpages](#).

Our culture: We live by our principles. They underpin our culture and identity. And inform everything we do. [Find our more about our cultural principles](#)

Diversity and inclusion: We want to be a place where everyone can perform, learn and contribute with the confidence to be themselves. We particularly welcome applications from candidates who are disabled; Black, Asian or Minority Ethnic; Lesbian, Gay, Bi, Trans including non-binary, and related communities; and candidates whose socio-economic background reflects that of the pupils we work with. We're committed to better representing the communities we serve.

[Find out more about what we're doing to improve our diversity and inclusion.](#)

This role is suitable for agile and flexible working

Our agile way of working gives you flexibility. Need to start late, finish early or fancy a change of scenery? That's fine, our Agile Working policy focuses on what you achieve, not presenteeism.

If you need a set and regular working pattern to support your life have a chat with us about flexible working options. Over 100 of us already have a flexible working agreement, with more than 70 different working patterns in place. We're ready to hear your request. [Find out more via our flexible working policy](#) on our webpages.

Our benefits: Our mission is critical and the work's important, but so's your life. We've put together a benefits package that means you can live and work well. Find out more on our [Working at Teach First webpages](#).



The Prince's Responsible Business Network
Race at Work Charter signatory



Fighting to make our education system work for **every child**