



SPENCER ALLIANCE
for LEADERSHIP & TEACHING



Associate Leader for the Spencer Alliance for Leadership and Teaching

Do you want to make a difference beyond your own school gates?

Do you enjoy working in a varied and challenging environment with a team of supportive colleagues?

Does the idea of delivering high quality CPD for education professionals locally, regionally and nationally excite you?

We'd love the chance to work with you!



Spencer Alliance for Leadership and Teaching Associate Leader Job Description

Establishment: Spencer Academies Trust
Grade/Pay Range: L2 – L6, or secondment from current school role within Spencer Academies Trust
Hours/weeks: Full time - This is a fixed term contract up to August 2024, with the possibility to extend or become permanent based on future funding confirmation.
Reporting to: SALT Director and ITT Director
Department/Team: Spencer Alliance for Leadership and Teaching at Spencer Academies Trust
Location: George Spencer Academy, Stapleford, Nottingham
Start Date: To start in the Summer Term 2023

We have **an exciting new role** within our team where we want to recruit a talented and driven educator skilled in staff training to join our work to serve schools across the region, and beyond.

Due to the expansion of work, the Spencer Alliance for Leadership and Teaching is looking to appoint a new **associate leader**. We are a family of organisations committed to high quality professional development through our work as: the Spencer Teaching School Hub; George Spencer Academy SCITT; Spencer Apprenticeships; the Maths Hub East Midlands West and the Derby Research School.



We are diverse range of professionals from primary, secondary and special school contexts passionate about making a difference through training and professional development for trainees, apprentices, teachers, school support staff and leaders.

We are excited about welcoming a new member into our team!

We welcome internal or external candidates who wish to work with us from their current role on secondment, or applications as a fixed term contract (with the possibility to extend or become permanent based on future funding confirmation.)

There are two strands to the role:

- **2.5 days as the George Spencer SCITT Deputy Director**
- **2.5 days as a Lead Facilitator across the SALT Team**



Deputy Director for the George Spencer Academy SCITT: This is a new post to support the crucial areas of teacher recruitment and training into our ITT provision which is a fundamental pipeline for recruitment for trust schools.

The roles and responsibilities will include:

- **Pre-ITT:** running thinking of teaching events, School Experience Programmes and offering advice on routes into teaching at online and in person events
- **SCITT recruitment:** Shortlisting SCITT applications and leading interview panels
- **Trainee visits:** Acting as a progress review tutor for SCITT trainees
- **Delivery:** Facilitating training sessions for SCITT trainees
- **Curriculum:** Contribute to design and development of trainee curriculum

Lead Facilitator across the SALT Team

We have a range of opportunities to offer, from delivering training sessions to our TA apprentices and Early Career Teachers, to supporting with AB Quality Assurance Visits and developing exemplification tools for the Derby Research School and EEF. As a result, we are interested in finding the right person and together co-creating the right roles and responsibilities within our team to add capacity and bring expertise to our work.

We are looking for someone who:

- ☐ Is able to work with the ITT and SALT Directors to offer 'a lifetime of opportunity' for education professionals across our region
- ☐ Is an excellent classroom practitioner and team player with a passion for making a difference
- ☐ Can deliver training programmes to support teachers and leaders bring evidence to life and apply principles in a variety of school settings and contexts
- ☐ Can work in a fast paced, varied environment thriving on challenge
- ☐ Is able to collaborate with other external education partners regionally and nationally
- ☐ Will monitor activity and evaluate the impact to support continuous improvement



Our commitment to you:

- Training and support through the SALT team, drawing on the skills and expertise from across our network of professionals
- The chance to engage in training and professional development with national bodies, such as the Teaching School Council and the EEF
- The support and help of an amazing administration and support team, from a communications and marketing lead to our strand coordinators.

The role is based at George Spencer Academy, but the post holder will be expected to travel locally, regionally and nationally in order to deliver events, training programmes and attends meetings, as well as communicating with key stakeholders via online messaging and video-conferencing.

We will endeavour to make any necessary reasonable adjustment to the job and the working environment to enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

Find out more!

Our websites and Twitter feeds will give you a great idea of the variety of work we engage in, the pace and scope of our days, and become familiar with members of our fabulous team.

If you would like to find out more about working with us, then please book a Zoom call with a member of our leadership team - Tammy Elward, SALT Director or Caroline Arnold, ITT and ECF Director, via Lisa Wilshire, our NPQ and AB Coordinator – lwilshire@george-spencer.notts.sch.uk.

How to Apply

Please go to our website: <http://satrust.com/sat-vacancies/>

Deadline for applications:

Midday Tuesday 31st January

Interviews:

6th or 7th February

Spencer Academies Trust is committed to safeguarding and promoting the welfare of all our students and expects all employees and volunteers to share this commitment. All posts are subject to enhanced DBS checks and completion of Level 2 safeguarding training.



PERSON SPECIFICATION

Experience: Assessed through the application form and at interview

A proven track record of securing improvement in the quality of teaching and learning	Essential
Experience of design and delivering professional development programmes	Essential
Experience of middle or senior management, including line management	Desirable
Experience of leading on multi-school collaborations	Desirable
Experience of writing bids for grant funding	Desirable

Qualifications and Training: Assessed through the application form, DBS Checks and at interview

Relevant Degree QTS	Essential
Commitment to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment	Essential

Knowledge and Skills: Assessed through the application form and at interview

A highly effective teacher whose practice inspires and develops others	Essential
Ability to lead on staff development	Essential
Up to date knowledge of what research tells us about teaching and learning in education	Essential
Excellent management, motivational and communication skills that inspire high ambition throughout the school	Essential
Ability to devise and implement high quality improvement plans	Desirable

Personal Qualities: Assessed through the application form and at interview

A positive attitude including enthusiasm, a professional and common sense approach and a dedication to the interests of the school	Essential
Ability to demonstrate initiative and take responsibility for decision making	Essential
An ability to work on their own initiative and also to be a good team player	Essential
Flexible in response to a fast-changing working environment	Essential
Adaptable, pro-active, honest, reliable, loyal	Essential
Receptive to new ideas and challenges	Essential
A desire to improve themselves in terms of skills, knowledge and experience	Essential
Ability to share a dynamic vision for the implementation of programmes and projects	Essential
Able to work calmly under pressure	Essential
Personal skills to establish excellent working relationships	Essential
Ability to critically evaluate own performance and make any necessary changes to be more effective	Essential
Good organisational skills	Essential