



## **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

<b>Establishment:</b> Spencer Academies Trust
<b>Grade/Pay Range:</b> 1 day at L11 and 2 days at L2 – due to the split nature of this role with two sets of responsibility across two arms of work
<b>Hours/weeks:</b> Full time - This is a fixed term contract up to August 2025, with the possibility to extend based on future funding confirmation.
<b>Reporting to:</b> SALT Director and Maths Hub EMW Lead
<b>Department/Team:</b> Spencer Alliance for Leadership and Teaching at Spencer Academies Trust
<b>Location:</b> George Spencer Academy, Stapleford, Nottingham (in the first instance)
<b>Start Date:</b> To start September 2024

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 as a fixed term contract.

**There are two strands to the role:**

- **1 day as the Maths Hub East Midlands West Assistant Maths Hub Lead**
- **2 days as the associate leader for the Spencer Teaching School Hub, supporting the delivery of the Early Career Framework**



# East Midlands West Maths Hub Assistant Maths Hub Lead Primary – 1 day per week

**Job Title:** Assistant Maths Hub Lead

**Working Pattern:** 1 day/week

**Start date:** September 2024 End date: July 2025

**Current funding:** L11 1 day per week

**Purpose:** The purpose of this role is to provide oversight of East Midlands West Maths Hub Primary Sustaining across the Maths Hub's area by leading, developing, and providing expertise for this aspect of the Hub's work.

**Responsible to:** East Midlands West Maths Hub Lead

## **Job Description:**

- **Leadership and Management Team**
  - Working with the Maths Hub Leadership and Management (MHLM) team to plan how to address the strategic goals for given phase.
  - Participating in MHLM team meetings.
  - Regularly updating Maths Hub Lead (MHL) on work progress.
  - Liaising closely with Primary Headteacher Advocates
- **Strategic Boards and Partnerships**
  - Identifying leading schools, practitioners and strategic partners as potential influencers.
  - Reporting to the Strategic Board, as required.
- **Local Leaders of Maths Education (LLMEs)**
  - Providing support to LLMEs through identifying need, planning, facilitating, and evaluating professional development.
  - Working with Maths Hub Lead to identify, recruit and appoint future LLMEs.
  - Nurturing relationship with LLME schools and organisations, especially Head Teachers to secure sustained commitment to Maths Hub work.
  - Having knowledge of all Maths Hub projects and the work of other Local Leaders of Maths Education (LLME).
- **Planning, Monitoring and Evaluation**
  - Overseeing and co-ordinating the work of LLMEs and quality assuring workgroups.
  - Managing the deployment of the LLME team.
  - Co-ordinating progress reports from Mastery Specialists and Work Group Leads (WGLs).
  - Planning for developments within primary phase with a particular focus on TfM Sustaining.
  - Participating in peer review process.
  - Support all LLMEs through the evaluation process.
- **Communication, Engagement and Recruitment**
  - Working with school leaders to ensure sustained participation in the Maths Hub offer.
  - Identifying schools suitable for participation.
  - Leading engagement events across the region.
  - Working with MHL to recruit schools for Work Groups.
  - Communicating with and influencing Headteachers to consider TfM best practices.



- Working with Maths Hub Network, NCETM and DfE.
- Actively engaging in forums and other online communities.
- Collaborating with other AMHLs across the network, especially with neighbouring hubs.

**Person Specification:**

The table below shows the essential and desirable criteria for the role

<b>Essential</b>	<b>Desirable</b>
Desirable Qualified Teacher Status with a minimum of two years teaching	NCETM Mastery Specialist Accreditation
Successful subject leadership experience within an educational setting	Experience of leading a Maths Hub Work Group.
Passion and enthusiasm for teaching for mastery	NCETM PD Lead Accreditation
Ability to lead and work collaboratively with others	Experience leading school development
Successful track record of working effectively with other professionals across a group of schools	NPQ for Leading Teacher Development
Excellent communication and interpersonal skills	
Good understanding of, and significant experience in, leading professional development	
Understanding of what constitutes effective teaching and learning in mathematics and the ability and confidence to communicate this	
Experience leading professional development.	



## **Associate Leader within the Spencer Teaching School Hub, working with the Director of ECF – 2 days per week**

As we move into the new year, we are navigating the change of ECF provision and delivery of the new quality requirements for the ITT provision. As a result, we want to build capacity in our ECF team to support the director of ECF and ITT. We are passionate about the training we provide to Early Career Teachers and want to recruit someone who shares our ambition around high quality provision and a celebration of the first two years of our ECTs' careers in education.

### **We are looking for someone who:**

- Is able to work with the ITT and ECF Director and ECF administrator 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 and regionally in order to deliver events, training programmes and attends meetings, as well as communicating with key stakeholders via online messaging and video-conferencing.

### **Flexible Working:**

- As the role is 3 days per week over two arms of work, we are open flexing on which days these will be per week over the working year

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.

## 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	<b>Essential</b>
Experience of design and delivering professional development programmes	<b>Essential</b>
Experience of middle or senior management, including line management	<b>Desirable</b>
Experience of leading on multi-school collaborations	<b>Desirable</b>
Experience of writing bids for grant funding	<b>Desirable</b>

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

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

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

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

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



### **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 Lucy Lycett, Maths Hub EMW Lead, via Katie Snow, our Maths Hub Project Manager- [ksnow@georgespencer.org.uk](mailto:ksnow@georgespencer.org.uk)

### **How to Apply**

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

### **Deadline for applications:**

Friday 5<sup>th</sup> July 2024

### **Interviews:**

8<sup>th</sup> or 9<sup>th</sup> July 2024

**We reserve the right to remove the vacancy early.**

**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.**