

Associate Leader (Teaching & Learning Consultant)

Spine Point: L6 – L10

Start date: January 2023

Enhance Academy Trust is looking to appoint a Teaching & Learning Consultant to join our established team to support our primary academies across Wakefield and Kirklees. We are keen to hear from experienced primary practitioners who would like to further develop their leadership experience within a highly collaborative and supportive environment.

We are a successful and growing Church of England Multi-Academy Trust currently comprising of 13 primary academies and a Post 16 Creative and Performing Arts free school. This is a fantastic opportunity for an inspiring and highly motivated teacher to join a team of experienced Trust leaders and to work with colleagues from across the Trust to impact directly on the quality of teaching and learning within our primary academies.

This is a unique opportunity to fast track your career. You will have the chance to gain new skills and expertise, and to extend your understanding of different leadership and teaching approaches by working across a group of academies. The role involves coaching and mentoring, team teaching, modelling best practice, assisting in the recruitment and selection of outstanding teachers, and developing and leading CPD opportunities.

The person appointed to this new post will already have a track record of raising standards as a result of highly effective teaching.

Initially, the post holder will be mainly based at Overthorpe CE Academy with time spent working within the Central Team and at other schools across the Trust as needed.

If you feel that you have the necessary experience, skills and abilities to be successful in this position, we look forward to hearing from you.

Informal conversations are welcomed and visits to our academies are highly encouraged. If you would like further details about this exciting role, please email Mark Randall, CEO mark.randall@enhanceacad.org.uk or Simon McCarthy, Director of Education simon.mccarthy@enhanceacad.org.uk to arrange a discussion.

The closing date for applications is Monday 9th October.



ASSOCIATE LEADER: TEACHING & LEARNING CONSULTANT	Role reports to: Director of Education
Grade of post: Leadership Scale: 6 – 10	
Purpose of the role:	
<ul style="list-style-type: none"> To provide professional, collaborative leadership to motivate and inspire colleagues to further develop teaching and learning within our academies. To promote a lively, welcoming and effective teaching and learning atmosphere and recognise the value and potential of all pupils. To support academies in securing effective education for all pupils and driving the continuous improvement of teaching and learning. 	
Job Description - Accountabilities:	
<p>These may be modified by the CEO and/or Director of Education, with your agreement, to reflect or anticipate changes in the post, legislation or needs of the school and Trust:</p> <ul style="list-style-type: none"> To work with academies in order to support them to achieve measured improvement in order to achieve demanding targets. To support academy reviews and produce action plans to raise standards. To critically analyse and interpret data from a range of sources to identify appropriate improvement strategies and so ensure challenging targets are set and achieved. To pro-actively ensure appropriate intervention strategies are put in place when needed so that the academy meets its targets. To provide targeted and intensive professional development, consultancy and interventions to develop high-quality teaching. To coach and mentor staff and contribute to performance management arrangements as required. To model best practice and be seen as an approachable and useful fellow professional. To build external contacts with subject associations and other bodies on behalf of the Trust. To establish a bank of high-quality on-line materials, including teaching materials and schemes of work which can be accessed by staff across the group. To work with Headteachers, as appropriate, to ensure high quality recruitment, selection and retention of staff. To maintain appropriate records of work undertaken and report orally and in writing in a manner which ensures high levels of accuracy and integrity. To lead and participate in professional development activities as required. To show initiative, flexibility and the ability to deliver outcomes and make things happen. To promote and safeguard the welfare of the children and young people that they are responsible for or come into contact with. To comply with the Health and Safety legislation. To undertake all other tasks reasonably assigned by the Director of Education and the CEO. 	

AREA	ESSENTIAL	DESIRABLE
Qualifications	<ul style="list-style-type: none"> • First degree in subject specialism or equivalent • Qualified teacher status 	<ul style="list-style-type: none"> • Completed leadership qualification (NPQ or equivalent)
Experience & Knowledge	<ul style="list-style-type: none"> • At least 3 years' teaching experience • At least 2 years subject leadership experience or equivalent • Clear evidence of having raised standards of achievement at all levels • Successful experience of curriculum development • Experience in observing and evaluating teacher quality and providing feedback • Experience of setting specific targets and managing improvement or more widely • Experience of leading staff professional development • Strong knowledge of the national curriculum programme of study for the core subjects • Evidence of being an outstanding teacher 	<ul style="list-style-type: none"> • Evidence of having supported other staff in a coaching or mentoring capacity • Recent experience of providing professional advice and excellent understanding of curriculum and pedagogical issues relating to the core subjects, including latest inspection and research findings
Skills & Abilities	<ul style="list-style-type: none"> • Ability to plan and deliver effective training and development programmes which meet identified needs within the academy • Excellent ICT skills • Strong communication and interpersonal skills • A self-starter with the resilience and ability to plan individual programmes of work and achieve designated targets • An ability to work flexibly and a drive to achieve the best possible outcomes 	<ul style="list-style-type: none"> • Good influencing/ negotiating skills • Capacity for future promotion
Trust Ethos	<ul style="list-style-type: none"> • Enthusiasm for and commitment to the achievement of the Trust's overall vision for success at all levels • Motivation to work with children and young people • Ability to build & sustain professional standards, relationships & personal boundaries with young people • Emotional maturity & resilience in dealing with challenging behaviours • Ability to contribute towards a safe & protective environment • Empathy with the aims and objectives of Enhance Academy Trust • Willingness to continue professional development • Commitment to maintaining high standards & expectations • Commitment to contributing to academy life as a whole • Commitment to equality of opportunity, valuing diversity and the safeguarding and welfare of all students 	