

TeachFirst

Job Title: Partnership Manager - Initial Teacher Development (ITD) & Schools

Location: South Coast - Bournemouth

Closing: 20/08/2013

About Teach First

How much you achieve in life should not be determined by how much your parents earn. Yet in the UK, it too often is. We are an education charity. We work with like-minded people and organisations towards a day where every child has the education they are entitled to. We train people with leadership potential to be inspirational teachers in schools in low-income communities across the country. These leaders go on to work in schools and other sectors of society towards our vision: a future where no child's educational success is limited by their socio-economic background. For more information on the work we do and which regions we operate in, please visit www.teachfirst.org.uk.

Role Purpose

The ITD contract is a major part of regional provision through which our Training Partners deliver the ITD support and development of the trainee teachers (participants) and ensure their impact in the classroom. The Partnership Manager - Initial Teacher Development and Schools will ensure that the ITD contract in their region is delivered with the highest quality and that the region's school partnerships, systems and processes are developed in a sustainable way that supports schools, pupils and participants to be successful in closing the gaps outlined in the [2022 Impact Goals](#).

Initial Teacher Development

The Manager will oversee the regional delivery of the National Teach First contract, ensuring compliance that is focussed and that has a positive and quantifiable impact. This work will be collaborative with the Programme Lead for the Training Provider (TP). The role will require a commitment to achieving the highest quality provision pupils and will manage relationships, curriculum, systems and processes across the partnership of their training provider, schools and regional Teach First teams.

School Partnerships

The Manager will support the Regional Director to develop a partnership strategy for schools as well as developing and maintaining robust relationships with schools, Local Authorities, academy chains and school trusts. Taking this strategic approach, the Manager will support the development of school level change in relation to the impact goals, raising the profile of Teach First in the education community to secure sustainable placements of participants and deployment of teaching Ambassadors (alumni) into Teach First eligible schools across their region.

Dimensions

Each region is responsible for understanding the nature and extent of educational disadvantage and changing that landscape. One of the principle levers of regional impact is focussed on the training and developing of inspirational and outstanding participants in those schools where they can make the most difference. As a result, the Regions division is accountable for relationships with schools and participants and works closely with the Programme division to ensure that our programme content and activities are designed for greatest impact.

As Partnership Manager - ITD & Schools in South Coast Region, you'll join a regional team made up of: 5 colleagues, 12 schools, 1 university and will report into the Regional Director (RD). You'll also work closely with the regional Training Provider (TP), the Teach First Partnership team (part of the Programme division) to ensure regional consistency across the provision and to meet the requirements of the ITD contract nationally. Information sharing and communication between these partnerships will be two-way to facilitate and embed a culture of excellence and continuous improvement.

Key Accountabilities

Regional ITD provision

Accountable for the regional ITD provision

- Ensure the ITD provision is focussed on achieving the [Impact Goals](#) in the specific regional context

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- Work with Training Providers (TPs), schools and regional teams ensure the effective development of provision in accordance with regional context and regional and national requirements Working closely with team members in the region and TPs to support the design and ensure a high quality Summer Institute (SI) and year-long support programme
- Ensure and oversee a development strategy for in-school mentors, which improve and enhance the quality of mentoring provision for participants.
- Support innovation across the region, with a focus on having a positive and quantifiable impact on pupil outcomes
- Work with Leadership Development Officers (LDOs) and tutors to ensure opportunities for collaboration, information sharing and alignment in their support of participants, particularly in their first year
- Ensure incorporation of immersive community engagement opportunities within the programme

Development of strategic partnerships with partner schools

- With the Regional Director, develop an outcome focused strategy for school that will support school improvement and lead to positive change in meeting impact goals in the region
- Manage partnerships with region-wide federations, chains and other school groupings
- Cultivate new school partnerships
- Ensure that school need and pupil impact informs the scale and nature of the region's participant cohorts
- Develop effective strategies for the placement of participants in schools, and the deployment of Ambassadors (alumni) within key school roles and positions of influence
- Manage the placement of participants within schools across the region
- Manage any financial and contractual arrangements relating to school relationships

Quality

To ensure the quality of the ITT provision and school partnerships

- Assess and develop alignment across the partnership (Training Providers, schools, Teach First)
- Development and support of participants
- Responsibility for reporting on regional performance to the Partnership team
- Supporting on national contract management and sharing good practice

Create a process and culture of continuous improvement

- Supporting on national contract management and sharing good practice
- The development or use of established outcome measures, key performance
- Indicators and targets for all ITD and school partnership activity
- Systematic collection and analysis of pupil level data
- Oversight of monitoring, evaluation and implementation of interventions to support Progress
- Implement processes including schools' feedback, focus groups and surveys to
- Ensure effective evaluation of school partnerships

Relationship management

Manage relationships relating to the ITD contract

- Manage contractual relationships in the region
- Ensure effective liaison and communication between schools, Regional Training Providers and Teach First (regionally and nationally)
- Ensure weekly contact with the Programme Lead from the Regional Training Provider, and regular attendance at national ITD Partnership meetings

Managing school relationships

- In collaboration with relevant teams, develop and implement effective models for school partnership in the region
- Develop and implement a high quality school relationship account management system
- Lead regional strategy for Schools Advisory Group meetings and other partnership forums

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Wider team and organisation

Support the strategic development of the region

- Take part in regular meetings with the regional teams to develop and contribute to the operational effectiveness of the region
- Contribute to strategic development planning and take the lead on specific areas of regional strategy
- Collaborate with other Teach First departments regionally and nationally to support the success and development of Teach First operations and contribute to the strategic development of the organisation

Competencies

Commitment

Championing Teach First

- Take responsibility for the whole teams understanding of the Teach First mission, values and vision and encourage them to always take account of how their work fits with them

Achieving results

- Take wider decisions that may impact the team/department and monitors effectiveness of decisions taken by the team and provide on-going feedback
- Take ownership for the team's performance and accountability for required result and quality, also review progress towards achieving goals

Integrity

Managing and developing self

- Lead by example in their management behaviours, inspiring the team to generate high standards of work
- Seeking, accepting and giving feedback
- Develop a feedback mechanism to measure the stakeholder's satisfaction with their team's performance
- Encourage open and honest feedback within the team, facilitating discussions in this area regularly

Collaboration

Communicating and influencing

- Manage conflict between people helping both parties appreciate different viewpoints and work to resolution
- Take responsibility for disseminating the key messages to the team
- Developing relationships & teambuilding
- Adapt management style to ensure productive relationships with others
- Forge new external relationships which benefit Teach First and understand how to leverage networks

Excellence

Prioritising, planning and organising

- Ensure team is organised and processes run efficiently and effectively, e.g. meetings, regular reporting
- Innovating, adapting to and managing change
- Take responsibility for ensuring the team implements changes to required standards and in required timeframes

Leadership

Managing, empowering & developing others

- Set high standards for individuals and the team, provide overall direction and support them to ensure they are achieved
- Manage profile of the team, sharing challenges and successes with others
- Help individuals to identify training and development needs, and implement new learning

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- Confidently apply people processes, recruitment, training & development and performance management
- Providing strategic direction and vision
- Set goals and KPIs in collaboration with AD/RD
- Report on progress against KPIs

Technical Competencies

- Experience and knowledge of the education landscape
- Stakeholder and relationship management
- Contract management
- Communicating to external and internal audiences to aid business development
- Managing and developing successful partnerships
- Communicating their commercial understanding of the education sector
- Using tools and systems used to monitor compliance
- Thinking strategically to present thoughts and recommendations in a coherent manner
- Planning and prioritising own workload and that of others
- Reviewing information and using it to inform strategy and practice
- Teaching/initial teacher education experience (desirable)
- Knowledge of the current educational policy and school landscape (desirable)
- Direct experience of the Ofsted framework for ITE (desirable)

Location

South Coast Regional Office, 2nd Floor, Bristol & West House, Post Office Road, Bournemouth BH1 1BL.

Benefits

Teach First's core benefits include 27 days holiday per annum (7 of which must be taken during the two weeks of Christmas and New Year office closure), participation in the pension scheme via Salary Exchange (with an employer contribution of up to 6%), life assurance, income protection and private healthcare. Through our flexible benefits platform access to childcare vouchers, interest free travel season ticket loan, subsidised dental membership, health screening, discounted gym membership, travel insurance, GAYE and the option to buy/sell annual leave.

How to Apply

To apply, please send a CV and covering letter to careers@teachfirst.org.uk, outlining your relevant skills and experiences and why you are interested in the role.

Interview Process

Our interview process involves two stages and first stage interviews will take place on Friday 23 August in Bournemouth. Successful candidates will be contacted before close of business on Wednesday 21st August.