Director of Initial Teacher Training
Department of Education

Closing date: 01 June 2017
Interview date: TBC
Vacancy reference: 5692
INTRODUCTION

The Department of Education is seeking to appoint a Director of Initial Teacher Training to have overall responsibility for the department’s PGCE programmes. The Director will have responsibility for the teaching and learning strategy in relation to ITT, and the design and implementation of the ITT curriculum. The Department has a long track record of working with schools to deliver research informed professional teacher training courses and offers a secondary University of York PGCE programme and School Direct routes with The Pathfinder TSA and Yorkshire TSA.

As Programme Director, the role includes responsibility for the design and delivery of the Whole School Issues programme for approximately 120 students annually and will contribute to subject area teaching.

Trainees on both the university-led PGCE and School Direct pathways benefit from internationally recognised academics and curriculum developers working alongside experienced teachers from over 50 partner schools to contribute to course development and delivery.
Main purpose of the role

- To have overall responsibility for the teaching and learning strategy in relation to ITT, and the design and implementation of the ITT curriculum;
- To lead on partnership development with School Direct partners, overseeing and managing an extensive network of around 50 local and regional secondary schools who work in partnership with the University and the Department of Education;
- To lecture, lead seminars, tutorials and other forms of postgraduate teaching;
- To take responsibility for overseeing, developing and promoting innovative teaching and learning approaches and material, which create interest, understanding and enthusiasm amongst students;
- To lead the design, development and delivery of the ITT programmes and ensure that the programme design and delivery comply with the quality standards and regulations of the Department and University;
- To lead on recruitment to the department's PGCE programmes;
- To undertake effectively a range of administrative and managerial responsibilities.

Key responsibilities

(Role holders will be required to undertake some or all of the duties below)

Teaching and Promotion of Learning

- To lead the design, development and delivery of an innovative range of programmes and study, sometimes for entirely new courses linked to teacher training and at various levels;
- To undertake regular reviews of the ITT curriculum and take responsibility for the quality of the design of existing courses and programmes, continually monitoring, evaluating and revising them to ensure excellence and coherence, identifying areas where current provision is in need of revision or improvement;
- To develop links with and to engage with external regulatory bodies in relation to quality assurance in ITT (primarily the Training and Development Agency for Schools, TDA and the Office for Standards in Education, Ofsted);
- To act as a coach and role model for teaching excellence locally through excellent practice and mentoring other less-experienced teachers.

Administrative and support responsibilities

- To lead on recruitment to the department's PGCE programmes;
- To supervise students directly, providing a high standard of support and help. To identify the learning needs of students and define learning objectives;
- To have a significant involvement in the management and leadership of teaching roles, line managing staff as required, including managing performance and development;
- To make a significant contribution to the development and administration of the department, chairing committees and leading the development activity on research or teaching assessments.
JOB DESCRIPTION

• To act as an external examiner or reviewer of provision in other HE institutions.

Involvement in scholarship and development

• To contribute to the development of teaching and learning policy adding to local policy and debating at a national level on methods and practices.

• Attendance and engagement with UCET, NCTL regional meetings, Ofsted and Russell Group meetings/conferences and ITE provider networks

• To develop and sustain a national and international reputation for original pedagogic research and the enhancement of learning and teaching practice by playing a leading role in the debate nationally about teaching and learning policy, methods and practices.

• To contribute to conferences, publications and other appropriate media.

• To assist in securing funding for teaching and scholarship.
## PERSON SPECIFICATION

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<tr>
<th>Qualifications</th>
<th>Essential / Desirable</th>
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<tbody>
<tr>
<td>Appropriate academic professional and teaching qualification</td>
<td>Essential</td>
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<tr>
<td>Postgraduate degree in relevant area or equivalent experience</td>
<td>Essential</td>
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<td>PhD in a relevant discipline</td>
<td>Desirable</td>
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### Knowledge

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<th>Knowledge</th>
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<tr>
<td>Knowledge in teacher training/education to design &amp; develop teaching programmes and the provision of learning support</td>
<td>Essential</td>
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<td>Well-established national reputation in subject area</td>
<td>Essential</td>
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<td>Extensive track record of teaching at secondary school level</td>
<td>Essential</td>
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<td>Contributed to HEI Teacher Training Programme</td>
<td>Desirable</td>
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### Skills, abilities and competencies

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<tr>
<td>Proven ability to plan and shape the direction and teaching of a curriculum area ensuring plans complement broader strategy</td>
<td>Essential</td>
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<td>Proven ability to plan, manage, organise and assess own teaching contributions. Proven ability in the design of course units, curriculum development and new teaching approaches taking primary responsibility for their quality</td>
<td>Essential</td>
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<td>Ability to mentor, motivate and coordinate teaching teams, delegating effectively. Ability to resolve performance issues and formulate staff development plans, where appropriate, to ensure team aims are met</td>
<td>Essential</td>
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<td>Undertaking significant departmental administrative and management responsibilities</td>
<td>Essential</td>
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<td>Ability to monitor and manage resources and budgets</td>
<td>Essential</td>
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<td>Ability to contribute to the development of teaching policy within the department</td>
<td>Essential</td>
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### Experience

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<tr>
<td>Experience in teaching and learning in secondary schools, at HE level or in an evidenced similar context</td>
<td>Essential</td>
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<td>Experience of using different delivery techniques to enthuse and engage students</td>
<td>Essential</td>
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<td>Evidence of successful planning and course design</td>
<td>Essential</td>
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<tr>
<td>Experience of running or working on a PGCE in a SCITT, School Direct or other HEI</td>
<td>Desirable</td>
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### Personal attributes

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<tr>
<td>Leadership qualities</td>
<td>Essential</td>
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<tr>
<td>Attention to detail and commitment to high quality</td>
<td>Essential</td>
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<td>Creativity, initiative and judgement in applying appropriate approaches to teaching, learning support and scholarly activities</td>
<td>Essential</td>
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<td>Willingness to work proactively with colleagues in other work areas/institutions</td>
<td>Essential</td>
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<td>Ability to plan and prioritise own work in order to meet deadlines</td>
<td>Essential</td>
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<td>Commitment to personal development and updating of knowledge and skills</td>
<td>Essential</td>
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<td>Collaborative ethos</td>
<td>Essential</td>
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THE DEPARTMENT

The Department of Education

The Department of Education is one of the six founding departments of the University of York and, like the University, celebrated its 50th anniversary in 2013. The Department has undergone significant growth in the last six years, and currently has 50 academic and teaching staff and 13 support staff. It registers over 400 students per annum, with approximately two-thirds at postgraduate level. The Department now has one of the largest graduate schools of education in the UK.

The Department was ranked in the top ten of Education departments in the country for the proportion of 4* world leading research and was rated in the top ten for the impact of its 3* and 4* research in the Research Exercise Framework 2014. The Department also routinely achieves a high level of external recognition for its teaching. For example, our single honours undergraduate programmes achieved an average of 99% overall satisfaction in the 2014 National Student Survey.

In 2014 the Department became one of only 17 departments in the country to have achieved Bronze level in Equality Challenge Unit’s trial gender equality charter mark, designed to address gender imbalance and underrepresentation in the arts, humanities and social sciences in higher education: http://www.york.ac.uk/news-and-events/news/2014/gender-equality/

Further information about the Department can be found at: http://www.york.ac.uk/education/

Research

The Department’s research focuses on two dimensions of educational activity. One is research on the impact of policy on practice and institutional effectiveness. The other is research with a view to improving practice and the understanding of learning processes, including the evaluation of educational interventions. The Department’s research centres focus on language learning and teaching, science education, social justice in education, and psychology and education. The Department also has particular expertise in systematic reviews and citizenship education. Further detail of the work of each of the Department’s research centres may be found at http://www.york.ac.uk/education/research/.
THE DEPARTMENT

Teaching and learning

The Department offers three programmes: undergraduate, postgraduate (including Masters and doctoral provision), and the Postgraduate Certificate in Education (PGCE) initial teacher training programme.

Within its undergraduate and postgraduate teaching programmes, the Department interprets the study of education widely, to include not only matters to do with schools and children, but with many other aspects of learning and personal development. Through its initial teacher training programme, the Department enjoys excellent partnerships with Local Education Authorities and schools. Staff also work closely with teachers on school-linked research and development activities. Further detail of the Department’s teaching programmes may be found at [http://www.york.ac.uk/education/](http://www.york.ac.uk/education/)
THE UNIVERSITY

Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2016 it is the centre for almost 16,000 students across more than 30 academic departments and research centres. In over 50 years we have become one of the world’s leading universities and a member of the prestigious Russell Group.

The University has consistently been recognised as one of the leading Higher Education Institutes and is one of just six post-war universities which appear in the world top 100 (2013-14) and 15th in the Times & Sunday Times league table (2016). The University of York has won six Times Higher Education (THE) Awards and five Queen's Anniversary Prizes.

We are proud of our association with Athena SWAN, holding ten awards in support of women in science, with gold awards for Chemistry and Biology as well as a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th on the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. With a compact and easy to get around design, York enjoys a safe, friendly atmosphere. The campus offers a wealth of facilities, which includes bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal. Since 2000 we have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning space, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we've worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing all staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University aims to offer a nurturing and supportive environment as an employer. Flexible working hours, nursery facilities, childcare vouchers, cycle to work scheme, generous holidays and an attractive pension scheme all make the University of York one of the region's leading employers.

For further information please visit Rewards Extra.
THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit www.visityork.org for more information on the city of York.

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King’s Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 5692
- Complete the online application form

You will need to submit your completed application by midnight (GMT) on 01 June 2017.

What will I need?

You will need to upload:

- your CV
- a letter describing how you meet the requirements of the job

You will also need details of 3 referees.

Help and assistance

Direct any informal queries to beatrice.szczepek.reed@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835