



North East
Learning Trust

WE'RE LOOKING FOR A
RESEARCH LEAD IN
MATHEMATICS
TO JOIN OUR TEAM



Research Lead in Mathematics

Required from September 2019

Salary: MPR/UPS plus TLR 2b (£4,530)

Are you a consistently excellent practitioner who is looking for a new challenge and the next step into senior leadership?

Do you want to join a forward-thinking Trust with innovative approaches to learning at its heart, a Trust that sees evidence-based practice as the main driver for systematic school improvement?

This is an exciting opportunity for teachers to shape the evolving educational landscape. You will be part of a team helping to lead the work of the Research School (alongside its Director and Deputy Director) in Northumberland, helping drive the schools forward in their engagement with evidence-based practice. As part of our Research School work, the role also involves communicating to a range of different audiences about the benefits of evidence-based practice and its role in school improvement, as well as delivering evidence-informed CPD.

Experience of evidence-based practice is not essential as ongoing professional development will be provided. However, enthusiasm, good leadership skills, excellent communication and teamwork skills, with an ability to learn quickly are vital.

We are seeking to appoint someone who:

- Has a genuine passion for the use of evidence to improve educational outcomes, especially for disadvantaged students
- Is an excellent communicator and a quick learner
- Has enthusiasm and flexibility in response to a fast-changing work environment
- Is able to successfully manage projects achieving short, medium and long term goals
- Has excellent interpersonal skills, to engage and enthuse a wide range of stakeholders
- Is receptive to new ideas and challenges

The North East Learning Trust will be able to offer you:

- A welcoming learning environment.
- An exciting opportunity within a rapidly-changing Northumberland school, with evolving leadership opportunities and the chance to make a real difference to children.
- A highly supportive strategic team.
- Skilled and professional colleagues.
- Innovative opportunities for continuing professional development.
- Staff wellbeing package

Deadline:

Friday 3 May

Interviews will take place week commencing 6 May 2019.

Visits to the school are strongly encouraged.

Please contact **Jade Hutton** on **01670 822625** to arrange a visit.

How to apply:

Letters of application should be no more than two sides of A4 and should be returned with application forms to **jade.hutton@bedlingtonacademy.co.uk** or by post to Jade Hutton, Bedlington Academy, Palace Road, Bedlington, Northumberland, NE22 7DS.



Job description

Post title:

Research Lead in Mathematics - Northumberland

You will be required to carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.

Purpose of the job:

- To play a role in some of the work of the Shotton Hall Research School and more specifically within our Northumberland schools, helping develop and deliver CPD in the region on evidence-based practice alongside the experienced Shotton/ NELT team.
- To promote the use of evidence-based practice as a tool for school improvement across the Northumberland, with a particular focus on Mathematics.
- To support the Research Schools Network to grow, locally and nationally.
- To communicate to a variety of audiences about the benefits of evidence-based practice in improving outcomes for students.
- To engage colleagues in NELT's evidence-based CPD offer.

The role will be shaped by the experience, expertise and ambitions of the successful candidate, and will be subject to review and change in each successive year to support individual professional development and the evolving school priorities.

Generic responsibilities:

- To undertake an appropriate programme of teaching in accordance with the duties of a standard scale teacher.
- To ensure provision of an evidence-informed and appropriately broad, balanced, relevant and differentiated curriculum for students studying in the curriculum area of Mathematics.
- To act as a Research Lead and be responsible for leading and developing this area with a team of people.
- To use evidence-based practice as a means of developing and enhancing the teaching practice of others by devising high impact professional development.

- To support the overall progress and development of students as a responsibility holder in the curriculum area and as a Form Tutor.
- To play a full part in the life of the school community, to support its distinctive mission and ethos and to encourage staff and students to follow this example.
- To help establish common standards of practice within the department and develop the effectiveness of teaching and learning styles in all relevant curriculum areas within the department.

Strategic responsibilities:

1. Developing and maintaining a strong network of schools and providers by:

- Assisting schools by sharing evidence and providing support to implement evidence-based practice through a variety of initiatives.
- Considering how best to implement changes and new initiatives and helping to shape school leadership decisions based on evidence.
- Communicating, liaising with and advising schools and wider stakeholders locally, such as Multi-Academy Trusts, Teaching School Alliances about the work of the Research School.
- Organising meetings and communication via the Research School, as the central hub of evidence-based practice.
- Sharing and disseminating relevant evidence through developing high impact, cost-effective CPD within your specialism.
- Securing funding streams for evidence-based practice from local and national bodies, for use in schools and within the Research Schools Network.
- Establishing and managing links within your specialist area between higher education institutions and other bodies capable of providing high quality expertise to the school and RSN.
- Representing the Research School at regional Research events, including the hosting of such events at the school.

2. Putting evidence-based research at the heart of the teaching profession by:

- Finding and assimilating relevant, rigorous evidence and acting as a point of contact and advice for staff queries, particularly in Northumberland.
- Looking at what works, evaluating impact and sharing how teaching, learning and pupil outcomes might be improved.
- Contextualising evidence to suit the needs of the schools and / or department / subject.
- Modelling evidence-informed practice – through day to day teaching.
- Reading and appraising the evidence available critically.
- ‘Mobilising’ the evidence across the schools and / or department in a strategic way.
- Encouraging rigorous evaluation of current policies and innovations, and development of an evidence-informed vision for improvement.

- Supporting and encouraging disciplined enquiry across the school and managing specific research-based interventions in the department by helping teachers to review their classroom practice based on the best available evidence.
- Fostering a culture of Research informed classroom practice through creation and distribution of newsletters and blogs.
- Analysing data, reports and drawing conclusions from research, so that findings can be shared, as well as signposting providers to other sources of evidence. Understanding current established evidence and developing that which is in its infancy so that evidence is disseminated and translated into useable knowledge.
- Assisting with the design and implementation of rigorous research trials (RCTs) at school and wider level.

The duties and responsibilities listed above describe the post as it is at present. The post holder is expected to accept any reasonable alterations that may from time to time be necessary.

Curriculum:

- To assist in ensuring the delivery of an appropriate, comprehensive, high quality and cost-effective curriculum programme which assists with the Trust's strategic objectives.
- To keep up to date with evidence in the subject area and apply this to teaching practice and methodology.

Staffing:

- To work with Research Lead team and Director of Research School to ensure that staff development needs are identified and that appropriate programmes are designed to meet such needs.
- To contribute to Personal Development Review and to act as reviewer for a group of staff within the designated department.
- To promote teamwork and to motivate staff to ensure effective working relations.
- To ensure the effective efficient deployment of classroom support.
- To participate in the Trust's ITT programme.

Pastoral support:

- To support the overall progress and development of students within the curriculum area.
- To act as Form Tutor and carry out the duties associated with the role as outlined in the generic job description.
- To contribute to SMSC according to the school's policy.
- To implement the Behaviour Management system in the department so that effective learning can take place.

Other specific duties:

- To support the school in meeting its legal requirements for worship.
- To promote actively the schools' corporate policies.
- To continue personal development as agreed.
- To undertake any other duty as specified by STPCB not mentioned in the above.

The above list of duties is extensive but not exhaustive and may not identify each individual task which may reasonably be requested of the post holder. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

This job description is current at the date shown, but, in consultation with you, may be changed by the Headteacher to reflect or anticipate changes in the job commensurate with the grade and job title.



Person specification

	Essential	Desirable	Method of Assessment
Education	- Qualified Teacher Status - First degree or equivalent in Mathematics	- Good Honours Degree in Mathematics - Recent and relevant Continual Professional Development	- Application Form - Letter of Application - Certificates - Selection Process
Experience	- Recent and successful teacher experience in the relevant subject area at KS3 and KS4 - Proven track record of delivering excellent outcomes for students of all abilities - Experience of using research evidence to inform teaching	- Recent and successful teacher experience in the relevant subject area at KS5 - Experience of leading high-quality CPD with demonstrable impact in department, school or to wider audiences. - Experience of using research evidence to inform CPD at department or school level - Involvement with research conducted by Higher educational institutions or bodies such as the EEF	- Application Form - Letter of Application - References - Selection Process
Aptitude and skills	- Excellent communication skills both verbal and written - Ability to work under pressure - Ability to lead, motivate and challenge and inspire staff and students - Ability to initiate and successfully implement change - Academic potential to critically read and appraise research evidence.		- Application Form - Letter of Application - References - Selection Process

	Essential	Desirable	Method of Assessment
Personal qualities	• Reliable and conscientious • Desire and ability to learn new skills • High expectations of all students • Caring and supportive • Enthusiastic team player • Organise, plan and prioritise effectively • Flexibility, adaptability and creativity		• Application Form • Letter of Application • References • Selection Process

Any relevant issues arising from references will be taken up at interview.

An enhanced DBS check and pre-occupational health check are an essential part of the selection and recruitment process. The school is committed to safeguarding and promoting the welfare of children and young people and expects all its staff and volunteers to share this commitment.