



David Ross Education Trust
Broadening Horizons

JOB DESCRIPTION

Job Title:

Early Career Teacher (ECT1/ECT2)

Location:

Eastfield Academy, Northampton

Job Purpose:

Begin Your Teaching Journey With Us

Are you an Early Career Teacher looking for a supportive and welcoming school where you can grow in confidence and develop your skills? We would love to hear from you.

We are looking for a caring, enthusiastic, and motivated teacher to join our friendly team. This is a fantastic opportunity for someone at the beginning of their teaching career to work in a nurturing environment where support, collaboration, and professional development are genuinely valued.

At our school, you will be supported every step of the way by experienced colleagues and leaders who are committed to helping you thrive as you begin your teaching career.

Background:

The David Ross Education Trust (DRET) is a network of academies with a geographical focus on Northamptonshire, Leicestershire, Lincolnshire, Yorkshire/Humberside and London.

Our aim is to be the country's leading academy chain, committed to delivering the highest educational standards alongside an unrivalled package of sporting and cultural enrichment.

Reporting To:

Assistant Principals

Salary:

M1/M2

KEY RESPONSIBILITIES

TEACHING

- ★ Deliver engaging and creative lessons that inspire children and support their progress.
- ★ Demonstrate an understanding of the EYFS Framework and the importance of child-centred learning and development.
- ★ Plan learning opportunities that meet the needs of all pupils, with support and guidance from experienced staff.
- ★ Create a positive, inclusive, and stimulating classroom environment where children feel safe, valued, and encouraged to succeed.
- ★ Use observation, assessment, and feedback to support children's learning and celebrate progress.
- ★ Support the development of early communication, language, literacy, and numeracy skills.
- ★ Promote positive behaviour and establish strong routines and expectations for learning.
- ★ Work collaboratively with colleagues to deliver high-quality teaching and learning experiences.

BEHAVIOUR AND SAFETY

- ★ Help create a safe, caring, and respectful learning environment for all pupils.
- ★ Maintain high expectations for behaviour and wellbeing.
- ★ Promote and safeguard the welfare of children at all times, following school safeguarding procedures and policies.

COMMUNICATION AND RELATIONSHIPS

- ★ Build positive relationships with pupils, parents/carers, and colleagues.
- ★ Work closely with families to support children's learning and development.
- ★ Participate in parents' evenings, school events, and wider school life.
- ★

PROFESSIONAL DEVELOPMENT

- ★ Take part fully in mentoring, training, and professional development opportunities.
- ★ Reflect on your practice and be open to feedback and support from colleagues.
- ★ Show enthusiasm for learning and developing as an Early Career Teacher.

We are looking for someone who:

- ★ Is passionate about working with young children and making a positive difference.
- ★ Has a good understanding of the EYFS curriculum and framework.
- ★ Is nurturing, positive, and enthusiastic about teaching and learning.
- ★ Enjoys working as part of a supportive team.
- ★ Is eager to learn, develop, and grow professionally.

What we can offer you

- ★ A warm, welcoming, and supportive school community.
- ★ Excellent support and mentoring for Early Career Teachers.
- ★ Friendly and experienced colleagues who are happy to help and share ideas.
- ★ High-quality professional development opportunities.
- ★ A positive environment where staff wellbeing and work-life balance is valued.
- ★ Wonderful children who are eager to learn and thrive.
- ★ If you are ready to begin your teaching career in a school where you will feel supported, valued, and inspired, we would be delighted to hear from you.

PERSON SPECIFICATION

Your application will be reviewed against the essential and desirable criteria listed below.

Applicants are strongly advised to explicitly state and evidence how they meet each of the essential (and desirable) criteria in their application.

	Essential	Desirable
Qualifications and Professional Development		
★ Honours degree related to Primary Education or a curriculum subject.		✓
★ Qualified Teacher Status.	✓	
Experience		
★ Experience of teaching in at least 2 key stages.	✓	
★ Demonstrable evidence of high standards of class teaching.	✓	

★ Experience of working with children from a variety of backgrounds and/or vulnerable groups of pupils.		✓
Skills and Knowledge		
★ Understanding of inclusion and personalized learning.	✓	
★ Understanding of effective assessment and target setting procedures.	✓	
★ An understanding of good inclusive education and the SEN Code of Practice.		✓
Personal Qualities		
★ Well-motivated, enthusiastic with a can-do attitude.	✓	
★ Honesty and integrity.	✓	
★ Team working skills.	✓	
★ A desire to allow each child the opportunity to fulfil their potential, both academically and on a personal level.	✓	
★ To be a positive role model to our pupils.	✓	
★ Be flexible and resilient in response to a changing educational environment.	✓	
Equal Opportunities		
★ A commitment to promoting equality and diversity, providing an inclusive and co-operative environment in which all students and individuals working for and on behalf of the organisation feel respected and able to give of their best.	✓	
Safeguarding		
★ Committed to promoting the welfare of all children and creating a safe environment in which children can learn; considering, at all times, what is in the best interests of the child.	✓	
★ Play an important part in the wider safeguarding of children - identifying concerns, sharing information and taking prompt action to safeguard and protect them.	✓	
Health and Safety		
★ Aware of Health & Safety and Safeguarding as appropriate to role.	✓	

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task undertaken may not be identified.

The duties of this post may vary from time to time without changing the general character of the post or level of responsibility entailed.

The Academy will endeavour to make any necessary reasonable adjustments 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.

This Job Description is current at the time of printing but will be reviewed on an annual basis and, following consultation with you, may be changed to reflect or anticipate changes in the job requirements which are commensurate with the job title and grade.

The David Ross Education Trust is committed to safeguarding and promoting the welfare of children and applicants must be willing to undergo vetting appropriate to the post, including a social media presence check and Enhanced DBS check. The successful applicant will be expected to adhere to all safeguarding, welfare and health and safety policies and procedures of the Trust.

All pre-employment checks are in line with "Keeping Children Safe in Education" statutory guidance.