

Active
Learning
Trust

Candidate Pack
Teacher Development Hub Lead
March 2026



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Dear applicant



Thank you for your interest in joining the Active Learning Trust. I know that choosing where to build your career is a big decision, and before I share the details of the role, I want to tell you why this is such a special place to work.

At ALT, we do things differently. We are a values-led organisation that believes our people are our greatest strength. We invest deeply in the adults who work with us, because when we help our colleagues grow, our pupils thrive. Ours is a community built on trust, care and ambition – where every member of staff is encouraged to discover their strengths, take opportunities, and know that their work is shaping brighter futures for the children in our care.

We don't see education as just a system; we see it as a moral mission. Every day, our staff bring energy, compassion and commitment to their roles, united by the belief that every child deserves the very best. We stand alongside you with high expectations, professional development, and unwavering support so that together we can achieve extraordinary things.

If you share our values and our passion for making a difference, we would be delighted to hear from you. I look forward to the possibility of welcoming you into our Trust – a place where people matter, potential is nurtured, and purpose drives everything we do.

With warm regards,



Lynsey Holzer
Chief Executive Officer

Active Learning Trust

Overview

Our multi-academy Trust was originally established in 2012 and is currently made up of 1,600 staff across 21 schools in East Anglia, serving over 8,600 young people and their families. Our shared Trust mission of delivering excellence to ensure our young people can thrive and prosper is at the heart of everything we do.

Our trustees fulfil their duties through our Trust Leadership Team, which includes our central team and school leadership teams, working together as one unified organisation with joint accountability. We have an established central team that is not only knowledgeable but also driven by an imperative to deliver the very best for the young people in our care.

At Active Learning Trust, we are restless for excellence and improvement so that our children can thrive and prosper. Deeply rooted in the heart of our communities, people choose to join our trust because we make a difference. We explore the art of the possible to find the right solutions for our children, our people and the wider education sector.

Our Team

Our team is made up of experts across all specialist areas, including education, finance, HR, communications and marketing, estates, governance, procurement, data and IT. Their skills allow us to deliver shared savings and, more importantly, provide essential services to schools, enabling school-based leadership to focus on improving outcomes for pupils in the broadest sense.

- We know our schools exceptionally well and we offer both honest reflection and evaluation of our strengths and areas for improvement.
- We have clear and appropriate plans for continuing to improve the quality of education and pupil achievement.
- We encourage and celebrate the individual characteristics of each of our schools and provide them with a good balance of autonomy central oversight and accountability.

Our Values

At the heart of our Trust are five core values that shape our culture and guide every aspect of our work. They influence our interactions, decisions and strategic direction, and they unite our school communities.



I aspire, we achieve



We're curious, creative and bold



A family, not a house share



Comfortable being candid



Humour, humility, humanity



“

ALT creates environments where professionals can be bold and courageous in their practice, bringing about excellent outcomes for both students and staff. Our students receive the best standard of education from practitioners who are motivated to give their best as they are supported by a Trust that treats all with humanity, humility and humour!

More personally, I'm grateful for the CPD and career opportunities presented to me, that have allowed me to grow from an NQT into a Headteacher in 8 years.

Louise Creed
Headteacher, The Albert Pye
and Ravensmere Schools Federation

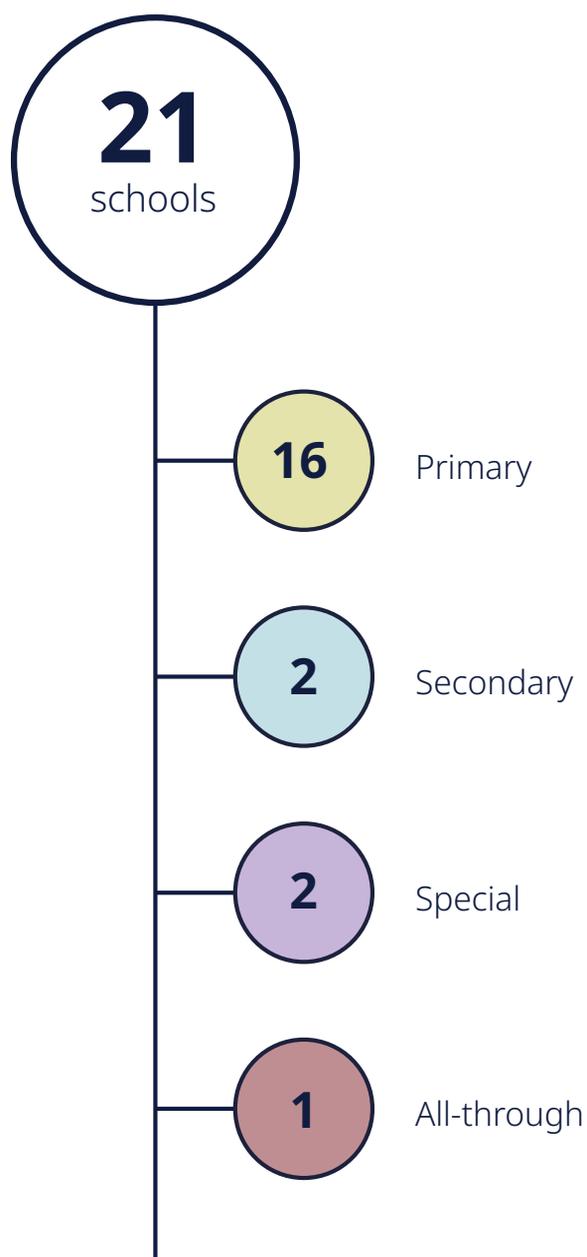
Our Schools

Active Learning Trust encompasses 21 schools across East Anglia – eight in Cambridgeshire, 12 in Suffolk and two in Norfolk.

Our schools fall naturally into three designated geographical sub-regions – Ipswich, Norfolk & North Suffolk, and mid Cambridgeshire. This allows the Trust to apply 'hub' level school-to-school support and collaborative working along with other mutually supportive arrangements. The synergy this creates has become a key way of working for our teams and continues to develop further over time.

For more information on our schools, please visit our website.

[View our schools](#)



Job Vacancy

Teacher Development Hub Lead

This is an exciting opportunity to join the Active Learning Trust as a Teacher Development Hub Lead.

Working within the Trust's central team, you will help deliver high-quality professional development for ITT trainees, ECTs and NPQ participants, taking responsibility for one or more programmes within a Trust hub. The role requires strong facilitation skills, emotional intelligence, and the ability to coach, nurture and support colleagues while maintaining a proactive, solutions-focused approach.

Key Responsibilities:

- Deliver and facilitate high-quality, evidence-informed training for ITT, ECT and NPQ programmes across Trust hubs.
- Oversee the organisation and day-to-day running of CPD programmes, including weekly training calendars within a hub.
- Monitor engagement and quality-assure CPD delivery to ensure consistency, coherence and impact across the Trust.
- Support the recruitment, retention and successful progression of ITT trainees and ECTs, and promote Active Teacher Training.
- Build strong relationships with academies, colleagues and external partners to support teacher development pathways.
- Provide coaching, mentoring and nurturing support to developing teachers, modelling the Active Learning Trust values and expectations.

Our People-First Philosophy

At Active Learning Trust, Everyone is valued in their role, and we make sure that the right people have the right opportunities to find their purpose and progress within our Trust. Guided by our values of open dialogue, bold thinking and supportive teamwork, we put our staff's growth and wellbeing at the heart of everything we do – so that they can focus on making a real difference in our schools and our communities.

Why Join Our Trust?

- Belong to a compassionate and inclusive trust that values you and the role you play.
- Join an experienced group of people that are fully dedicated to delivering the best for our children.
- Gain access to our VivUp employee benefit system, Cycle to Work scheme and teacher pensions.

Contact

If you wish to discover more about this exciting opportunity, then please contact Sarah Martin, Academy Improvement Lead, (sarah.martin@activelearningtrust.org).



Location

Hybrid

Contract

Fixed term for 2 years, Full-time /Part-time available

Salary

£51,773 - £63,070
Leadership Scale L1-L9

Closing Date

19 March 2026

Interviews

23 March 2026

Job description

Teacher Development Hub Lead

Salary:	Leadership 1 - 9
Academy Site:	Central Team – Education Directorate
Reporting to:	Academy Improvement Lead (Teacher Development)

Main purpose

To support the delivery of teacher development activities for the Active Learning Trust Institute, including: Initial Teacher Training (ITT), Early Careers Teachers (ECTs) and National Professional Qualification (NPQ) delivery, by taking the lead for one or more of these programmes within one of the Trust hubs.

Duties and responsibilities

Delivery of and engagement with CPD

- Collaborate with colleagues within the Teacher Development Team to deliver face-to-face or online training for a range of stakeholders including ITT/ ECTs, teachers and leaders
- Ensure that research and innovation informs and enhances CPD provision
- Oversight of the day-to-day operation of agreed CPD programmes within a Hub
- Oversee and quality assure training provided within a Hub
- Organisation of weekly training calendars for agreed CPD programmes within a Hub
- Facilitate training for agreed programmes within or across Hubs
- Monitor the quality and consistency of engagement with agreed training programmes within a Hub

Quality Assurance of CPD

- Collaborate with colleagues within the Teacher Development Team to monitor and communicate the impact of training delivered
- Liaise with academies and colleagues across the Teacher Development Team to ensure coherence and consistency of experience across the Trust
- Quality assure the progress of ITT towards QTS with colleagues across a Hub

Recruitment and Retention

- Support recruitment, retention and successful completion rate of ECTs within a Hub
- Support marketing and promotion of Active Teacher Training, including recruitment of new partner schools and academies
- Providing advice to schools and academies about ITT/ ECT and routes into teaching;
- Work with other Trust directorates and external agencies, to support recruitment activities

Generic responsibilities of all Active Learning Trust employees

- To consistently uphold the Trust's Aims, Visions and Values.
- To work in a co-operative and polite manner with all stakeholders and visitors to promote and enhance the reputation of the academies and Trust.
- To work with children and young people within the framework of the academy in a courteous, positive, caring, and responsive manner.
- To take an active and positive role in the Trust's commitment to the development of staff and review procedures, undertaking training as required.
- To act in a professional way that is consistent with the values and expectations of the Trust.
- To be responsible for promoting and safeguarding the welfare of children and young persons.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

Please note that this is illustrative of the general nature and level of responsibility of the role. It is not a comprehensive list of all tasks expected to be carried out. It will be reviewed annually in conjunction with the appraisal process and planning for the next academic year. It will be reviewed, and it may be subject to modification or amendment at any time after consultation with the holder of the post. The duties may be varied to meet the changing demands of the Trust at the reasonable discretion of the Reports to Manager.

Person Specification

Teacher Development Hub Lead

E = Essential / D = Desirable

Qualifications & Training		
Qualified Teacher Status (QTS)	E	
Relevant National Professional Qualification (NPQ)		D
Experience		
An experienced senior leader who is passionate about education, learning and professional development to build professional knowledge, spark enquiry, inspire, innovate and aid understanding	E	
An experienced leader, with the presence, drive & determination to lead teacher education successfully across the Trust	E	
Experience and impact of developing and delivering successful evidence-based teacher training programmes in developing people to achieve their potential.	E	
Experience of leading a team		D
Experience of working on large scale change projects across settings		D

Skills and Knowledge		
Strong An exceptional teacher with a proven track record of delivering excellent teaching	E	
A proven track record in leadership and staff development with experience of working within or across schools	E	
Expert knowledge of leading and or supporting Initial Teacher Education		D
A proven ability to communicate effectively with stakeholders at all levels using excellent interpersonal and communication skills, to build relationships and influence others	E	
Ability to manage challenging situations with empathy and kindness	E	
Ability to provide a safe and supportive environment for teachers to develop	E	
Able to develop effective and strong partnerships between ALT schools and the wider community	E	
Knowledgeable about current educational research and pedagogy	E	
Can demonstrate the ability to prioritise within a high volume of tasks, requests and needs	E	
Expert knowledge of working with schools in teacher education and recruitment		D

Personal Qualities		
Embodies of the Active Learning Trust's values: <ul style="list-style-type: none"> - I aspire, we achieve - We're curious, creative and bold - A family, not a house share - Comfortable being candid - Humour, humility, humanity 	E	
Commitment to uphold the seven principles of public life (the Nolan principles) at all times	E	
Commitment to maintaining confidentiality at all times	E	
Equal Opportunities		
Commitment to inclusion, equality and diversity	E	
Safeguarding		
Commitment to safeguarding and promoting the welfare of children and young people.	E	

Application Process

How to Apply

You can browse and apply for all Active Learning Trust vacancies by clicking the link below to access our recruitment platform. Once you have found the corresponding vacancy, click on the 'Apply Now' button to begin your application. You can save your application and return to it at any time. Please ensure you have completed and submitted your application before the deadline shown on the job advert.

[View current vacancies](#)

Hints and Tips

To increase the chance of your application being considered for the role, please follow these steps:

- Use the Person Specification document to write your application. Consider using the headings and give examples where possible.
- Check for punctuation and grammar errors.
- Ensure your first referee is from your current or most recent employer. If you are employed within a school or academy, ensure you list your Headteacher as your first referee.
- All gaps in employment history must be explained. This should start from the date you left full-time education, including the summer holiday.



Useful Information

As an equal opportunities employer, we welcome applications irrespective of race, gender, religion, disability, sexual orientation and/or age. We value the individuality and creativity that every worker potentially brings to the workforce.

No CVs are accepted in line with requirements of Keeping Children Safe in Education, therefore all applications are required to be completed using the MyNewTerm platform.

The Active Learning Trust reserves the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

The Active Learning Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject to pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance in line with the need to create and maintain a safe culture. Please be advised that references may be requested prior to interview for roles within our academies, where permission has been given to do so via MyNewTerm.

Candidates are advised that, if shortlisted for interview, they will be subject to an online search of information in the public domain.

This post will come under the requirements of the Childcare (Disqualification) 2009 Regulations and the successful applicant will be required to complete a declaration form to establish whether they are disqualified under these regulations.

