

Programme Manager | Kaihāpai

September 2020

Join our whānau working to ensure all young people in Aotearoa can realise their potential.

Ko te piko o te māhuri, tērā te tupu o te rākau - the way the sapling is shaped determines how the tree grows.

About the role | Mō te tūranga

Reporting to our Teaching and Learning Lead, Kaihāpai are responsible for the academic development, hauora and pastoral support of teachers in training on the Teach First NZ Programme. Kaihāpai support these participants to navigate the dual pressures of study and employment – both teaching learners and being a learner themselves. Our aim is for these participants to make the greatest impact possible for the young people they work with.

Kaihāpai will attend and contribute to academic lectures, workshops and seminars (online and in person), and will visit participants in their schools to undertake observations, provide feedback, and liaise with participants School Mentors. Kaihāpai are also expected to be research active and focused on their own professional development, which will be supported in a number of ways by Ako Mātātupu.

The Teach First NZ Programme has intensive events and seasons at points of the year, including noho marae, retreats and wānanga, as well as travel and some evening work. The time commitment over these events and seasons is balanced with lower-energy times and is part of the flexibility of the role. Kaihāpai self-manage in this space, navigating these expectations with the Teaching and Learning Lead, and the rest of the Kaihāpai team, so that both the needs of the staff member and their whanau can be honoured alongside the needs of the programme and our participants.

About you | Mōu

As Kaihāpai, you will likely be an experienced teacher with an interest in Initial Teacher Education and the development of early career teachers, and this may be within schools serving low-income and/or ethnically diverse contexts. You may have some experience of coaching or mentoring beginning or early career teachers within a school. You will be currently certificated as a teacher, and likely to be qualified to Masters level. We select Kaihāpai on their alignment with the kaupapa of Ako Mātātupu, their interest and/or experience in Initial Teacher Education, and their ability to demonstrate effective teaching in their own practice.

You will be able to resonate with and live out our organisation's five values, which are at the centre of everything we do.

- Mana Tangata (our living commitment to tangata whenua and Te Ao Māori)
- *Teu Le Vā* (the relational spaces between all people, specifically in the sharing of story and building relationships)
- Serving Community
- Brave Thinking
- Practising Excellence

As Kaihāpai, you will show a commitment to and evidence of:

Mana Tangata and Teu Le Vā	<ul style="list-style-type: none">- Understanding of and empathy for the work of our participants in schools- Aroha for our young people and their communities- Awareness of Whare Tapa Wha and Fono Fale models for hauora- Understanding and experience in Māori and Pasifika education- An ability to relate to others in a compassionate, supportive and engaging way
Serving Community	<ul style="list-style-type: none">- Teaching experience in low-decile schools- Strong commitment to the kaupapa and vision of Ako Mātātupu: Teach First NZ and the Teach First NZ Programme- Cultural understanding of Māori and Pasifika communities- An ability to support our participants to successfully balance the dual demands of teaching and studying



- Practising
Excellence and
Brave Thinking
- Understanding of our purpose and how The Teach First NZ Programme works
 - Experience in teacher education or professional learning and development
 - Experience in building whakawhanaungatanga
 - Evidence of being an experienced, and excellent, classroom teacher
 - Subject expertise in Mathematics or Science preferred (please state subject speciality)
 - Experience in Initial Teacher Education is of benefit
 - Preparedness to engage in rangahau and research and/or postgraduate study focused on social justice, equity, or education

About Ako Mātātupu | Mō Ako Mātātupu

Our mission is to address the systemic causes of educational inequality in order to achieve the vision of an Aotearoa in which all children have what they need to fulfil their potential.

We do this by supporting outstanding people to grow as teachers and education leaders, so they can make a difference for young people in the classroom, school, community, and at a systemic level. During our two-year, employment-based, teaching and education leadership experience (which has been operating since 2012) our participants work in a school serving a low-income community somewhere in New Zealand whilst completing a Postgraduate Diploma in Secondary Teaching. Our theory of change is that these Participants will not only be equipped as excellent teachers, but beyond the two-year programme will be supported to go on to help disrupt inequities throughout their lives as Kairapu (alumni).

Ako Mātātupu: Teach First NZ is an independent charitable trust (Reg. no. CC46327) and registered as a Tertiary Education Organisation (TEO) with Private Training Establishment (PTE) status (Reg. no. 6668).

How to apply | Me pēhea te tono

Sound like you? When you're ready, please send a CV and short cover letter to emily@teachfirstnz.org

To be eligible for this role, you must have the right to work in Aotearoa New Zealand. Please indicate this on your application.

Applications close: Monday 28th September

Start date: Negotiable between mid-October and mid-November

Role location: Negotiable (Auckland preferred)

Role type: Negotiable (full-time, permanent preferred)

For more information: jeremy@teachfirstnz.org

www.teachfirstnz.org

