



WORK AT SHIPLEY COLLEGE

Advanced Practitioner

Shipley College - Great people, great place!

Hours: 35 hours per week, full year post (We welcome applicants seeking part-time or fractional engagements and are open to structuring this role as a job-share arrangement amongst multiple applicants)

Salary: £40,924 per annum (Pro rata if less than 1.0 FTE hours)

Closing Date: Friday 6th February 2026 at 5pm (***We may close the advert early if sufficient applications are received. Early application is advised***)

Interview Date: Tuesday 17th February 2026

Start Date: ASAP (subject to satisfactory pre-employment checks)

WELCOME TO SHIPLEY COLLEGE

Are you a passionate educator seeking a challenging role with significant impact?

As an Advanced Practitioner at Shipley College, you'll join a dynamic team that is dedicated to enabling life-changing learning.

Through coaching, mentoring and delivery of staff development, you will share best practice, inspire our most effective teachers with new and emerging pedagogical thinking, support our underperforming staff, and conduct developmental lesson observations to foster continuous professional growth.

With the currency your proven track record of delivering life-changing TLA has afforded you, your strong communication skills and your passion for seeing others do well, you will connect with colleagues and scaffold them to become inspirational and engaging teachers.

Benefits we offer include:	We are looking for someone who has:
<ul style="list-style-type: none"> • Pension Schemes • Professional Development opportunities • Access to a free gym on site • Reduced cost train and bus travel* • Access to free onsite car parks • Shopping discounts with discount app • Enhanced Annual Leave <p>*qualifying period applies</p>	<ul style="list-style-type: none"> • A track record of being a highly effective, and innovative teacher, giving you the currency needed to shape other colleagues practice • Experience of delivering inspirational CPD and training events, to individuals, small groups of colleagues and larger ensembles • Knowledge of the latest pedagogical developments, research and educational technologies, with a strong foundation in evidence-based practice • A flexible approach to how they develop the performance of colleagues; knowing whether modelling/team teaching, or coaching and reflection will deliver the improvements needed - at pace • The ability to risk-assess and prioritise tasks and time, ensuring your AP activities have maximum impact on the development of teacher's practice and the student experience

How to Apply: Application forms can be obtained from www.shipley.ac.uk. Completed applications should be submitted to jobs@shipley.ac.uk.

<p>Employment offers are subject to pre-employment checks, including DBS, references, online checks and the right to work. Shipley College is committed to safeguarding and promoting the welfare of children, young people and adults and expects all staff to share this commitment.</p>	<p>The College is actively committed to a policy of equality of opportunity for all through education and therefore encourages applications from all regardless of age, disability, economic status, gender, race, religion and beliefs or sexual orientation.</p>
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Job Description

JOB TITLE	Advanced Practitioner
RESPONSIBLE TO	Head of Teaching and Learning Innovation

INTRODUCTION

The following information is provided to assist staff joining the College to understand and appreciate the work content of their post and the role they are to play in the organisation. However, the following points should be noted:

- Whilst every endeavour has been made to outline all the duties and responsibilities of the post, a document such as this does not permit every item to be specified in detail. Broad headings therefore may have been used below, in which case all the usual associated routines are naturally included in the job description.
- Staff should not refuse to undertake work which is not specified on this form but they should record any additional duties they are required to perform and these will be taken into account when salaries are reviewed.
- Shipley College is an Equal Opportunities Employer and requires its employees to comply with all current equality policies in terms of equal opportunity for employment.
- Shipley College is committed, where possible, to make any necessary reasonable adjustments to the job role and the working environment that would enable access to employment opportunities for disabled job applicants or continued employment for any employee who develops a disabling condition.

OVERALL PURPOSE OF THE JOB

To mentor and develop: becoming a role-model for exceptional practice, coaching experienced high-performing staff, sharing your insight on the latest and most impactful pedagogical practices, mentoring new and underperforming staff, and conducting lesson observations to foster continuous professional growth.

- To train and develop capacity for growth: Deliver targeted, evidence-based training to enhance staff skills and knowledge, with technology enhanced learning a focus, as it is for all colleagues.
- To collaborate and build strong professional relationships: foster strong working relationships based on trust and empathy, inspiring and motivating colleagues.

DUTIES AND RESPONSIBILITIES

- To model and facilitate the sharing of best practice.
- To undertake formal lesson observations as part of the OTLA team, and developmental observations for identified tutors/assessors or upon tutor/assessor request.
- To support the development of new tutors/assessors in line with the college's TLA strategy and staff development strategy.



- To coach tutors/assessors to become more effective, reflective, innovative practitioners, through team-teaching, modelling and a coaching approach.
- To support the development of the ETF Professional standards across college.
- To contribute to the planning and delivery of staff development activities at team, sector and cross-college level.
- To offer a bespoke training package covering identified training needs, self referral or new staff development.
- To support tutors/assessors to refine their classroom practice, able to share the latest pedagogical approaches, thinking and research.
- To foster a culture of reflective practice amongst colleagues, including using digital tools.
- To hold professional discussions with mentees.
- To offer peer observation opportunities (with prior arrangement) to support targeted professional development.
- To actively promote and encourage peer observation activities to support staff development.
- To research, practice and promote the use of digital technology for enhancing teaching, learning and assessment.
- To champion and support experimentation and innovation.
- To act as a critical friend.
- To provide support following OTLA to achieve developmental and enhanced practice CPD plans.
- To be flexible in order to deliver occasional twilight sessions.
- To contribute to monitoring and reviewing progress against college / sector CPD plans.

GENERAL

- To demonstrate a positive commitment to the implementation of the College's Equality Diversity and Inclusion Policy and the maintenance of a culture of continuous quality improvement, assurance and innovation.
- To be responsible for safeguarding and promoting the welfare of young learners and vulnerable adults, the post-holder is responsible for or comes into contact with.
- To undertake mandatory training and staff development/CPD training as required by the nature of this post and the range of duties described within this job description.
- To use IT as designated appropriate to the nature of the role.
- To act in accordance with the College's expectations as set out in the Staff Code of Conduct and contract of employment.
- To undertake such other duties commensurate with the grade of the post as may reasonably be required.

PERSON SPECIFICATION

ESSENTIAL CRITERIA

In your supporting statement please ensure you reference every point in this category. Applications which do not address each point in the essential criteria will not be progressed to interview. If you do not meet all of the essential criteria, please do not progress with your application.

A Degree and Level 5, or higher, Teaching Qualification **(This must be evidenced at the point of interview)**

Level 2 (equivalent) Qualification in Maths and English Language **(This must be evidenced at the point of interview)**

Extensive teaching experience with proven track record of successful student outcomes

Ability to support the delivery of the high standards in teaching and learning, and knowledge of how to maximise innovative teaching, learning and assessment

Use of digital technology for enhancing teaching, learning and assessment

HIGHLY DESIRABLE CRITERIA

These points are scored the same as the essential criteria. In order to score highly, we strongly recommend that you reference every point in this category where possible.

A willingness to research, learn and test new approaches and integrated technologies, and disseminate to others

Ability to facilitate training for whole groups of tutors/assessors

Experience of team-teaching, coaching and mentoring to enable rapid performance improvement

Knowledge and experience of current and new pedagogical thinking, with a strong foundation in evidence-based practice

Excellent communication and interpersonal skills

DESIRABLE CRITERIA

In order to score highly, we strongly recommend that you reference every point in this category where possible.

Knowledge and experience of Equality, Diversity & Inclusion

Knowledge or experience of Safeguarding

Knowledge of the PREVENT agenda

Message from the Principal



Shipley College is a wonderful place to start (or to continue) your career and we are delighted that you are considering completing an application for a post with us.

Shipley College is a small, friendly place that really cares about every person that comes through the door and we pride ourselves on giving every student the individual

support they deserve.

Situated in the UNESCO World Heritage Site of Saltaire, it is a great place to study and easy to get to by bus, train and car.

Our practical, vocational and work-related courses include Apprenticeships, full-time and part-time courses across a range of Departments. I am delighted that our Student Survey results and employer feedback continue to be extremely positive as we provide a fantastic learning environment for all our students.

We have a fabulous team of colleagues who give up an extraordinary amount of time to support their students and their fellow members of staff. The dedication and attention to quality they exhibit is what makes our College so successful. I am proud of the commitment and hard work of all the college's staff, students and governors and pleased that this has been recognised by Ofsted in our latest inspection.

If you meet the criteria of the post advertised and feel that you would enjoy working here, we hope you will make an application to join us.

Diana Bird
Principal

Shipley College Mission Statement

To be a beacon of opportunity, transforming lives through learning.

OUR CORE VALUES - THRIVE!

Transformational: We champion lifelong learning, leading by example and fostering a culture of growth for all.

Heritage: We value our history and invest in our future.

Relationships: We build strong partnerships and work together to achieve shared goals

98% of students agree that the College is a safe place to learn.

Inclusion: We foster a welcoming, caring and equitable environment for you.

Vision: We inspire and support the pursuit of personal and professional ambitions, responding to a rapidly changing world.

Excellence: We are dedicated to delivering exceptional education and achieving outstanding outcomes.

96% of students agree that College staff are friendly and helpful.