

5 top tips for applying for a job at PACT!



Congratulations! You've nearly completed your teacher training and are now considering your next steps and where to start your teaching career. It's such an exciting time but we know that searching and applying for teaching jobs can be stressful alongside your placement and studying!

To help you with applying for roles at PACT here are some top tips from our Director of HR, Nicola Johnson on how you can really stand out from the crowd!

01. Read, Read, Read!

The very first thing you need to do is read all the documentation included in the application pack. The advert, the job description, the person specification, the application guidance, everything! Start reading and highlighting anything that stands out as important. Focus on important things to the trust, unique to the ethos, approach, values, and anything that is particularly aligned to your skills and work experience.

02. Get personal with the person spec!

Consider the essential criteria that has been listed for the role and start jotting notes down underneath each showing how you meet those criteria. This might be your teaching experience, depth of subject knowledge, your extra-curricular interests, your approach to teaching or your particular specialisms.

03. Structure your personal statement

Your area(s) of interest/expertise: Subjects, age ranges, SEN, all the details relevant to your desired career route and the needs of their role.

Your teaching experience – Include a general overview and a specific example that lets them visualise you in the classroom, how you work, how you support their pupils with their teaching and learning.

Address the Person Spec - This is where you demonstrate how you meet any additional criteria in the person specification that haven't been covered yet. Have they said that experience in a particular area would be beneficial? Are they looking for knowledge of a specific learning style? Do they want some technical expertise to help with blended learning? This is the part to include all that extra detail.

Your USP - Your unique selling point goes in your personal statement here. This is where you make yourself stand out from the crowd – try to answer the question 'why would you hire you?' It may be a specific skill, achievement or experience, your approach to teaching or work, or your alignment to the mission and ethos.

04. The 'so what' test

For every point you have included, ask yourself- so what? How does this point show I can benefit the students – and if it doesn't, re-write or remove it. This document is not about what you want for yourself; it's about what you can give to the individuals you are teaching and highlighting this throughout is what will make your ECT personal statement shine!

05. Proofread

Finally, proofread your statement and proofread it again! It always helps to ask others to have a read through and provide you with feedback. They might even remember some fantastic experiences you could add in.

