**Software Development Technical Trainer**

Company: Just IT

Dept: Service Delivery - Training

Contract: Hybrid

Office (if hybrid): London

Hours / Days in Office: 37.5 hours / 6 days per year in the office

Salary: £35k - £45k

Reports to: Service Delivery Manager

**About Us**

At The B2W Group, we are committed to transforming careers and businesses through high-quality training, apprenticeships, and professional development. As part of our group, Just IT and BePro work together to deliver a complete training solution, supporting individuals and organisations across the UK.

With over 20 years of experience, Just IT is a multi-award-winning national provider, specialising in IT and Digital apprenticeships, recruitment, and training. Since joining The B2W Group in 2022, we have expanded our reach, now supporting over 12,000 learners per year. Our mission is to drive long-term career development, bridge the digital skills gap, and create lasting social impact by putting people at the heart of everything we do.

Just IT’s brand is reflected in our 91% employer satisfaction rating, a 4.8 Trustpilot score, and national awards such as FE Week Digital Apprenticeship Provider of the Year and CompTIA Apprenticeship Partner of the Year.

BePro delivers professional qualifications and apprenticeships across the UK. Renowned for high achievement rates, specialist expertise, and an innovative approach to learning, BePro shares our commitment to accessible, high-quality training that supports career progression and strengthens businesses.

Together, Just IT and BePro provide a 360-degree training solution, equipping learners with the skills they need to thrive and empowering businesses to build future-ready workforces.

**Position Overview**

You will be responsible for the delivery of Technical Software Training in both Apprenticeships and Skills Bootcamps. This role will entail predominantly training learners that are looking to start their career path as a Software Developer. The training will involve instructor-led remote delivery via Microsoft Teams.

Within this role you are not just a ‘Trainer’ but a mentor to the students that you are supporting, as you will also be guiding them to develop a portfolio that will show the skill sets that they have learnt whilst on programme.

You will work alongside the Curriculum & IQA and Service Delivery Teams to develop the training methodologies currently used within the business. You will adapt different ways of working and be able to establish individual learning needs and introduce new ways of working. You should identify best practices and bring individualism and personality to a standardised course.

You will be proficient in a range of technologies and platforms including:

* HTML/CSS
* JavaScript, REACT
* C#
* Database e.g., SQL
* Python

**Responsibilities**

In common with all staff:

* To support our mission, vision, values, and strategic objectives
* To implement our Equality and Diversity policies
* To take responsibility for one’s own professional development and participate in relevant internal and external activities
* To implement our health and safety policies and practices
* To contribute to our commitment to continuous improvement as identified in our quality assurance systems
* To be committed to our safeguarding procedures and high priority to be given to the safeguarding of learners

**Responsibilities by area of focus**

* Motivate and encourage learning and development in your learners
* Recording and reporting on activity to management in a timely and professional manner
* Collaborating with the Career Support team on candidates progress towards employment
* To oversee the development and progress of all learners undergoing the programme
* Actively developing new initiatives and training methodologies to impact candidates learning
* Developing effective training plans to establish the needs the learner and keeping the course material relevant to industry
* Ensuring that Just IT Training is perceived within the market as a high-quality provider of learning
* To respond to learners within 48 hours of them requesting feedback/support on their project work portfolio

**Candidate Requirements**

* Highly motivated, persuasive, persistent, and patient
* Be professional, have a mature personality and be able to gain people's confidence and put them at ease
* Experience in developing learner progression through a series of learning stages
* Team player – willing to contribute to the business unit and not solely focused on their own personal goals
* This role is heavily focussed on training, assessment, reporting and development. The ability to provide effective feedback is essential
* Excellent communicator
* Good initiative
* Have good administrative skills, be flexible, adaptable and be able to cope under pressure

**Key Measurables:**

* Survey Net Promotor Score
* Candidate Portfolio completions
* Candidate Progressions to job ready status

**Training & Development:**

* On-going Personal Development Plan
* Internal training
* Training qualifications

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| **Essential Qualifications/Experience:** |
| **Teaching Qualifications**   * PGCE / CertEd / QTS or Level 4 Teaching qualification   Or:   * Level 3 Teaching qualification * Level 3 Assessors qualification   Or working towards in the first 6 months |
| **Maths & English Qualifications**   * English Level 2 or above (Includes GCSE A\*-C, GCSE 9-4, F/S Level 2/ Key Skills L2 or 3) * Maths Level 2 or above (Includes GCSE A\*-C, GCSE 9-4, F/S Level 2/ Key Skills L2 or 3) |
| **Technical Competency**   * Degree or higher * 2 years industry experience and appropriate qualifications (ECTA)   Or:   * Level above what level they will be teaching in the relevant subject area * Additional technical certificates to show competence of job role |

**Equal Opportunities**

Just IT & BePro are equal opportunity employers and are committed to recruiting, appointing, and employing staff in accordance with all relevant legislation and best practice (Equalities Act 2010). Job vacancies are advertised online to ensure they are accessible to all members of the community. The recruitment and selection process is applied fairly and consistently to everyone applying for positions within Just IT and BePro.

Any feedback on our approach to hiring is always welcome, please feel free to email our Chief Information Officer at [lewisf@justit.co.uk](mailto:lewisf@justit.co.uk)

This job description describes (but does not limit) the main duties and responsibilities expected to be undertaken by the employee. This is subject to change and variation by Just IT / BePro as is necessary to respond to the needs of the business.

All roles at Just IT & BePro are subject to DBS Checks as part of our safer recruitment process and ongoing commitment to safeguarding all staff and learners in the business.