



Guide to the USA Hybrid Trainer Selection Process

Introduction

Thank you for applying to become a trainer for Cambridge.

The process to become an accredited Cambridge trainer comprises five stages:

Stage 1	Completion of the application form
Stage 2	Completion of a pre-recorded video interview on VidCruiter
Stage 3	Attendance at a one-day virtual selection event on October 24, 2026
Stage 4	Attendance at a one-day face-to-face selection event on November 2, 2026
Stage 5	Completion of the accreditation pathway (Induction, Mentoring and Co-facilitation)

As this is a selection process, we cannot guarantee that you will reach stage 2, 3, 4 or 5.

This guide explains the application process. You will also have received guidance on completing the application form.

No additional documentation or information is required beyond the details requested in the form.

Criteria

We will evaluate applicants to Stage 1 of the process according to the following broad criteria:

1. experience of teaching
2. experience of training and professional development (both as a participant and a facilitator)
3. standard of answers to the 'key questions' at the end of the application form.

Please note: The decision of the application review committee for initial selection is final, and we are not able to enter into correspondence about individual applications once the decision has been taken.

Pre-recorded video interview

If you are successful at Stage 1 of the process, you will be invited to complete an online pre-recorded video interview. This interview will be carried out on VidCruiter, an automated video interviewing system. You will be able to complete this at a time convenient to you before the stated deadline.

Selection event - Stage 3 and 4

If you are successful at Stage 2, you will be invited to attend both a one-day virtual selection day and a face-to-face selection day. During Stage 3, you will observe a showcase delivered by a current trainer, giving you the opportunity to experience the format firsthand, gain a clearer understanding of expectations, and help you prepare for your own showcase presentation. During the virtual selection day (Stage 3) we will also tell you more about Cambridge, our approach to teaching and learning, and the professional development support we give to schools. We will also help you in understanding what to expect at the face-to-face one-day selection event where you will present your showcase.

During Stage 4, you will be asked to give a short showcase of your potential to be a Cambridge trainer in front of the other applicants and the Cambridge panel. The format for this will be a face-to-face one-day selection event.

We will outline what our selection criteria will be, how we will be observing your interactions throughout, and how we will evaluate your showcase. Please note that the selection event is not a competition between those attending.

All candidates will be given developmental feedback after the event.

Accreditation pathway

Those who are successful at Stage 3 and 4 will be invited to start working towards becoming a fully accredited Cambridge trainer.

It is designed to support you in your role as a Cambridge trainer and offer further opportunities for professional development. It is comprised of four stages:

1. completion of an online tutor-led induction course which includes the opportunity to watch a recording of an experienced Cambridge trainer delivering a training event and reflect on this, together with other newly recruited trainers, in an online forum facilitated by the tutor.
2. Mentoring with an experienced Cambridge trainer and/or examiner to help prepare you for your first co-facilitation.
3. The opportunity to co-facilitate a training event with an experienced Cambridge trainer
4. Regular observations of your workshops, providing further developmental feedback.

We will give you more details about this at the selection event and subsequently.

Please note that the role of a Cambridge trainer is not a full-time, permanent role within Cambridge. If selected, you may be asked to deliver a few training events through the year.