

NOWTEACH

Now Teach

Executive Director

Candidate Pack

Spring 2019

Now Teach: Changing the face of teaching

Now Teach is a new charity which has had tremendous initial success encouraging and supporting people to change profession and retrain as teachers. The organisation not only recruits people into teaching, it then supports them through their careers to ensure they stay in education. The organisation capitalises on the fact that lives are getting longer and experienced people are increasingly looking for a new and rewarding challenge later in their careers. In the context of a teacher recruitment crisis, Now Teach's aim is to bring different generations together for the mutual benefit of both and to ensure the students who need it most get the best education possible.

In its first two years of operation, Now Teach has attracted 4000 expressions of interest and has successfully recruited 122 career changers into teaching. It has built a support programme to retain these teachers, reaching a 90% retention rate with 2018's cohort. It has secured a grant of £3m from the Department for Education and an additional £1m in philanthropic funding, allowing the organisation to make a massive impact at a time when money in the profession is tight. Through hard work, creative thinking, and regular national media coverage, Now Teach has expanded beyond its original region of London and Hastings to two additional regions across the UK (the West Midlands and East Anglia) and has established itself as a significant player in the sector.

Now Teach believes that even without a crisis in teacher recruitment, we should be doing all we can to bring older people into classrooms. To the children they bring wisdom, experience of the world, perspective and careers advice. To the system they bring knowledge of other sectors, fresh ideas and status. In time they may offer solutions to some of the more intractable problems our schools face.

We hope that in a decade, retraining as a teacher will still be an extraordinary thing to do – and yet we hope it will also have become perfectly normal. Bringing different generations together will play a role in eradicating inequality in education. We believe Now Teach has enormous potential to grow and scale nationally.

The Role

Purpose

As an organisation moving beyond the start-up stage, Now Teach is looking for a new Executive Director who can lead and inspire a growing team. The successful candidate will need to be both adaptable to the challenges start-ups face while thinking strategically about the systems that a charity with incredible growth potential will need to implement long term. This role will offer an exciting opportunity for even the most experienced manager, giving them a chance to display and hone their leadership and operational skills in a flexible and agile charity environment.

The role will work closely with the co-founders, Lucy Kellaway and Katie Waldegrave, the management team and the board of Now Teach, to whom it will report. Katie, who currently runs the organisation, will be on maternity leave from September 2019. During Katie's maternity leave, the Executive Director's duties will expand to cover hers, leading the organisation from the front and covering her primary responsibilities of policy, external relations and fundraising. Katie will then return to Now Teach in a still-to-be-defined capacity (which will depend to a large extent on the profile of the Executive Director). Any successful candidate will need to be comfortable with an evolving management structure and display a collaborative and energetic ethic, working closely with members of the team and board to forge the best way forward for Now Teach.

Key responsibilities

The Executive Director will be responsible for:

- Providing strong strategic direction for the growth and up-scaling of the organisation, putting in place systems to create and cope with future growth and offering strong leadership to the Now Teach team.
- Defining the strategic direction of Now Teach with the Board to ensure maximum impact and growth for the organisation.
- Leading the senior management team to deliver on the main operational elements of Now Teach, including the attraction, recruitment and retention of Now Teach's pool of teachers.
- Organising public relations initiatives in terms of press, events and the charity's growing social media profile.
- Creating and owning key funder relationships including developing and executing a corporate support strategy.
- The renegotiation of the Department for Education contract.
- Ensuring oversight of the internal workings of Now Teach, running the organisation on a day-to-day basis, managing staff, setting targets and monitoring performance against these.
- Managing a growing team of 18 talented professionals, fostering for them an enjoyable yet focussed and performance driven office environment where people pull together. All the key functions of the charity will report into this role (see the organisational structure page).

Person specification

Desirable experience

The ideal candidate will:

- Have experience leading and scaling up an organisation during the start-up stage or be familiar operating in environments larger and more mature than Now Teach.
- Bring a track-record of delivery and operationalising ideas;
- Have experience of successfully building and maintaining a high-performing and collaborative team culture.
- Identify strongly with the state school and widening participation agenda, being driven by the desire to bring a great education to the students who need it most.
- Be superb at PR and building a network and representing the brand of Not Teach.

Additionally the ideal candidate may have:

- A background in, or experience of, recruitment and marketing, allowing a quick understanding of the core mechanisms through which Now Teach carries out its missions.
- Experience and knowledge of operating with government funding;
- An understanding, from first-hand experience, of the education sector generally or Initial Teacher Training specifically.

Personal qualities and skills

The appointee will:

- Be a strong proven leader who can organise and develop efficient and productive teams;
- Be passionate about the mission and ambition of Now Teach;
- Bring clear strategic thinking;
- Be ambitious and driven;
- Have a clear focus on delivery of results and a proven track record of hitting targets;
- Be able to drive professionalism in both individuals and organisations;
- Be strongly data driven;
- Be able to thrive in ambiguity, communicating clear thinking and direction even when faced with uncertain situations.

Process

Shortlisting and interviews

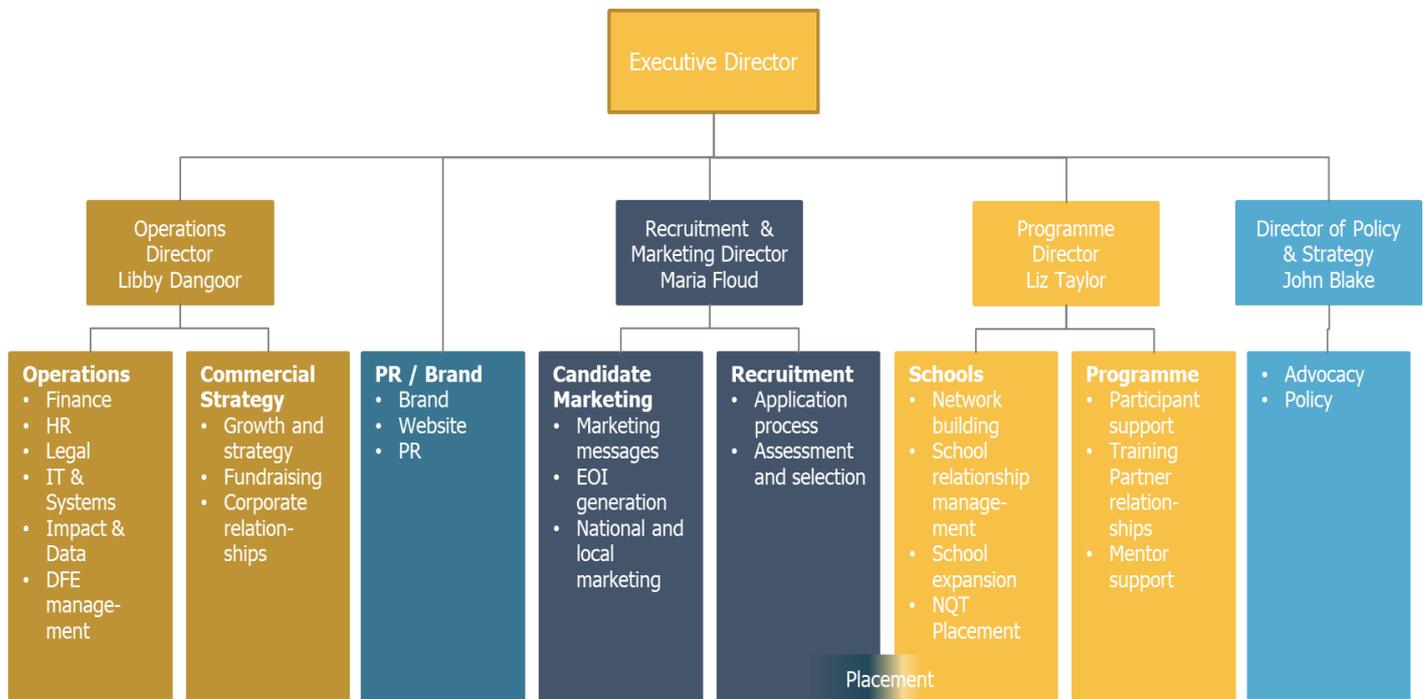
Strong candidates will be invited to two interviews. The first, preliminary interview will be with Minerva at their offices at 4 Snow Hill, London, EC1A 2DJ. This will take place by mid-May and inform the shortlisting process carried out between then and the end of the month.

The final interview will take place in mid-June at Now Teach's offices at 4 Bloomsbury Square, London, WC1A 2RP. This will be a formal panel interview and decide the final outcome of the process.

Safe recruitment procedure

Now Teach is committed to safeguarding and promoting the welfare of children and young people. In order to meet this responsibility, we shall be following a rigorous selection process and all successful candidates will be subject to an enhanced Disclosure and Barring Service check.

Organisational structure



N.B. This is the organisational chart that will be effective during the period of Katie Waldegrave’s maternity leave.

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