



**NOWTEACH**

# Appointment brief Appointment of CEO

June 2023

Reference: RBETA1

# Introduction from our Chair

Thank you for your interest in the Chief Executive Officer role at Now Teach. We are delighted you are considering applying.

Now Teach is a thriving new charity making significant impact. We are looking for a Chief Executive to help us grow, develop and fulfil our potential as a national organisation.

We have been in existence for six years and in that short time have contributed to a change in the perception of career changers applying to teach. Our vision is for children to benefit from talented people, who've already had successful careers, deciding to become teachers and bring their skills and experiences to the schools that need them most.

We have recruited 650 people into teaching that might not otherwise have made the move. Our retention rates in teaching are high and, as they have gained teaching experience, these individuals are now making a unique and significant impact in the classroom. The next phase of our strategy is to extend our reach and impact across the country, bringing more career changers to schools that need them most. Having been awarded a contract to deliver the programme nationally we now need to capitalise on the potential to grow the programme and ensure the Now Teach network of teachers are having the greatest possible impact.

We provide a network for career changers, supporting their development, skills and impact, connecting them with other organisations and education experts to provide insight and support.

As well as helping us grow our core functions of recruitment, network development and impact, our new CEO will play a significant role in our outreach and communication, building our profile and strategy. We aim to contribute to the evidence that career changers make a significant contribution to a variety of sectors, as the concept of a job in a single sector for the duration of a working life is no longer the norm.

It's an exciting time to be joining Now Teach, working with a talented and ambitious team, supported by a dedicated group of Trustees. The foundations are in place for our new Chief Executive to build and scale our organisation.

I hope you'll consider applying for this role and shaping our future.

**Graham Elton**

Chair

# About Now Teach

Our long-term vision is a world where children benefit because talented people, who've already had successful careers, become teachers and bring their skills and experiences to the schools that need them most. We support teachers, training providers, schools and the wider education system to realise the full potential of career-changers in education.

As well as inspiring people to change career, we support them through the entire recruitment process. Career-changers bring new experiences into the classroom, but they often need support to complete their training and stay in teaching. We offer Now Teachers one-to-one support, alongside a comprehensive structured programme helping them change career successfully. This support continues after they've completed their training and the Now Teach Network is there to help make the most of their experience and skills as career-changers.

Our support helps Now Teachers stay in teaching: our retention rate is significantly higher than the national average for 40–65-year-olds. Over 90% of our cohort are satisfied or very satisfied with the support they get from Now Teach.

Our roots are humble and our ambitions huge; you can see one of our founders talking about us in this [TEDx Talk](#). We have a strong brand, a robust, efficient selection process and a programme of wrap around support that has been honed over several cohorts. Since our inception over 15,000 people have expressed interest in joining Now Teach and we have recruited over 650 career changers with significant industry experience into teaching.

We are looking for driven and committed people to help us meet new goals, increase our network and create more impact in schools and for our beneficiaries.

## Working at Now Teach

“As well as mission, autonomy and flat structure, it's a flexible place to work - with significant home working and weekly days in-person. Colleagues are fun, kind and smart - and there's always something new on the horizon.”

*(Team member, 2022)*

Our people join and stay because they value Now Teach's flexibility, close-knit team culture and social purpose. Flexibility is key: 27% of employees at all levels of the organisation work part time and everyone works flexibly, with time off in lieu part of our standard working practices.

We are a **small, collaborative and supportive** team of circa 25 people. We are non-hierarchical, with 95% of our people believing their line managers listen and value their opinions and people of all levels getting stuck in. We set clear expectations and celebrate the successes of teams and individuals. 100% of our employees were proud to work at Now Teach, 100% think Now Teach is considerate of their wellbeing and 90% of them would actively recommend Now Teach as an employer.

Our **culture is central** to us encouraging and supporting people into teaching. Without our positive, compassionate and flexible approach we wouldn't be able to adapt to meet the needs of Now Teachers. We have been named as one of Working Mums' Top Employers and Escape The City's Top 100 Employers in 2020. We have won awards for our Culture, Flexible Working and Excellence in Public Service.





# The role

## PURPOSE OF POST

This is a fantastic opportunity to join, develop and support a growing organisation which has only recently gone from being regional to national, building its long-term sustainability and demonstrating impact. We are looking for an inspiring, compassionate, collaborative individual who can build on our excellent performance to date as we seek to grow our impact and influence.

Now Teach has received two Department for Education contracts, the latter to expand from a regional into a national charity. We will be seeking a new multi-year contract over the next academic year. This is a rare opportunity to take on leadership of an organisation with a track record of success and grow it into a major player in the education landscape. There is significant opportunity for growth and development from a position of stability and success.

Now Teach is at a stage in its evolution where it needs to set a clear strategy for the next five years. Having been through a period of flux in leadership it needs a person who can step in and set a clear and bold strategic direction. For the charity to thrive and meet its potential, it may well have to reimagine some of the core operations and the successful candidate will be excited by the opportunity for creativity this provides and undaunted by the idea of leading through change.

Now Teach is looking for a new CEO who can lead and inspire a growing team. The successful candidate will be both adaptable to the challenges growing charities face while thinking strategically about the systems that a charity with high 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, the management team and the board of Now Teach, to whom it will report. The board includes co-founder Lucy Kellaway and the plan is for co-founder Katie Waldegrave to join the board once the new CEO has transitioned into the role.

Any successful candidate will need to 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 CEO will be responsible for:

- Providing strong strategic direction for the growth and scaling of the organisation, putting in place systems to create and cope with future growth and offering strong but compassionate 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, and developing the growing network of alumni.
- Managing the relationship with the DfE team with whom Now Teach works and day to day contract management.
- With the support of the board, team and external advisors as needed, renegotiating a new DfE contract and building the finance and delivery model to ensure a successful next chapter in the life of the organisation
- With the co-founders and board, building strong and influential relationships with the Department for Education, ministers and thought leaders.
- Leading public relations initiatives in conjunction with the two co-founders as needed.
- Creating and owning key funder relationships including developing and executing a diversified fundraising strategy.
- Managing 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 around 25 talented professionals, fostering an enjoyable yet focussed and performance driven environment where people collaborate. All the key functions of the charity will report into this role (see organisation structure).

# NOWTEACH vs. National

**55%** of Now Teachers trained in STEM subjects  
Nationally, **36%** of postgraduate secondary trainees  
were in STEM



**The average Now Teacher is 47 years old**  
**The average postgraduate trainee in England is 27 years old**



Male Now Teachers vs. male state  
school teachers



Described themselves as being in  
minority ethnic groups



National data is from the DfE 21/22 ITT Census and 2021 Workforce Census

## Person specification

The ideal candidate will:

- Be a strong and mission-driven leader who is able to steer the charity through a period of evolution and help it to fulfil its potential
- Be an experienced leader who is motivated by working with a high performing and collaborative team and who can bring stability to an organisation which has been through a period of rapid change.
- Bring a track-record of creating a strategy and the ability to deliver ideas against it -making bold decisions rather than sitting with the status quo.
- 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.
- Have an understanding, from first-hand experience, of the education sector generally or Initial Teacher Training specifically.

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 and developing a broader fundraising strategy;
- PR and networking skills to represent the brand of Now Teach, enhance our influence and demonstrate impact



## 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;
- Demonstrate a collaborative and compassionate working style to colleagues
- Be strongly data driven;
- Be able to thrive in ambiguity, communicating clear thinking and direction in uncertain situations.



# Key Dates

## SHORTLISTING AND INTERVIEWS

**Applications due by:** Noon on Wednesday 5<sup>th</sup> July

**Shortlisting:** w/c 10th July

**Informal 1:1s with our Chair and Executive Team:** w/c 10th July

**Panel interviews with Trustees:** w/c 17th July

# Terms of appointment

<b>Reports to:</b>	Board of Trustees
<b>Location:</b>	Currently Home Based (UK), with days in London as needed and some other travel within England
<b>Hours:</b>	Likely to be full time but open to flexible working arrangements
<b>Contract:</b>	Permanent
<b>Salary:</b>	From £80,000 (+11% employer pension contribution)
<b>Holidays:</b>	28 days annual leave a year, which includes 3 days for Christmas closure (25th Dec-1st January)
<b>Probation:</b>	Three months.

All applicants must have an existing Right to Work in the UK.

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

## Diversity, Equity & Inclusion

Now Teach strives to be a workplace that is diverse, equitable and inclusive where we can ALL be ourselves. We encourage applications from people of all backgrounds, ethnicities, ages, gender identities, stages of life and those with hidden or visible disabilities.

We are committed to providing reasonable adjustments throughout our recruitment process and we'll endeavour to be as accommodating as possible. If you would like to discuss specific requirements, please contact tbc to discuss.



# How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Now Teach on this appointment.

Candidates should apply for this role through our website at [www.saxbam.com/appointments](http://www.saxbam.com/appointments) using code **RBETA1**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring\* form.

The closing date for applications is noon on **Wednesday 5<sup>th</sup> July**.

\* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

## **GDPR personal data notice**

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

# Saxton Bampfylde

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