

Local Director

Purpose of the team:

Teach First operates across 12 Local Areas in England and in Wales. Local Area teams are focussed on the delivery of the organisations programmatic activity ensuring maximum impact based on the particular needs of their locality. The team holds critical relationships with schools, our trainees, our alumni and third sector and local businesses.

Purpose of the role:

Reporting into the Director of Local Areas and leading a team of approximately 20 staff, this is a pivotal role leading our contribution to the achievement of ambitious [Fair Education Impact Goals](#) that aim to close gaps in educational inequality. As Local Director you will ensure that the programme and activity we deliver is relevant, high quality and significantly improves educational outcomes for children across the local area.

At this level you will:

- Report into the Director of Local Areas
- Lead and manage a team of approximately 20 staff
- Manage a budget for staff and non-staff costs associated with the delivery of our programmes
- Be a member of Teach First's Leadership Team
- Be accountable for achieving annual targets centred around impact of our programmes

Your responsibilities will include:

- Working with other Local Directors in leading the effective delivery of Teach First's programmes, to agreed targets and deadlines, ensuring high quality and the sharing of best practice
- Ensure trainees on our Leadership Development Programme complete the programme achieving maximum impact in the classroom
- Partner with our alumni network of Ambassadors to enable maximum impact towards our vision
- Build and manage partnerships with key stakeholders in your local area across the education, third sector, business and local government communities towards impact on our goals
- Creation and management of annual plans and budgets which support the organisations strategy
- Line Manage direct reports achieving high levels of employee satisfaction
- Ensuring a culture of delivery excellence creating high quality experiences for our trainees, alumni and key stakeholders

The critical responsibilities of this role are described above. They may be subject to reasonable changes from time to time in line with business need. As part of the role you may be required to travel to other UK locations from time to time. You will also be required to attend away days/retreats and the annual "Offsite" event which is mandatory for all employees.

Person Specification

Essential skills and experience:

- As a Local Director and member of the Teach First team you must demonstrate a strong commitment to our Vision and Mission believing you can make a direct and positive contribution.
- You must have direct experience of working in the education and or social sector in leadership roles.
- You must be skilled in leading and managing teams ideally with experience of leading geographically dispersed teams.
- You must be able to demonstrate skill and experience of formulating and delivering on plans to achieve targets identifying course correcting action through the year.
- You must be skilled in formulating and managing financial budgets.
- You must be skilled in forming and maintaining impact focussed professional relationships across a varied group of stakeholders from the education, third sector, business and local government communities.

Desirable skills and experience:

- Qualified Teacher Status

All our employees are expected to model [our values](#) and help others to do so.

Location

London office. 6 Mitre Passage, London, SE10 0ER

Salary

£50,690 + £3,000 London weighting allowance

Benefits

Teach First's core benefits include 27 days holiday per annum (3 of which must be taken during the one week holiday shutdown period between Christmas Day and New Year's Day), participation in the pension scheme via Salary Exchange (with an employer contribution of up to 6%), life assurance, income protection and private healthcare. Through our flexible benefits platform access to childcare vouchers, interest free travel season ticket loan, subsidised dental membership, health screening, discounted gym membership, travel insurance, GAYE and the option to buy/sell annual leave.

How to apply

Please have your CV and covering letter ready to upload. If you are an internal candidate please apply via your HR Self Service menu.

Next steps

We aim to provide feedback to all applications within 10 working days from the closing date. First stage interviews will be held on the 12th January, and second stages on the 19th January.