



 **UWC**
ATLANTIC

HEAD OF SOCIAL IMPACT INITIATIVES

January 2025

UWC Atlantic is the founding College of the UWC global education movement. Its home is the beautiful 12th century St. Donat's Castle in the south of Wales, where students from over 90 countries come for two years to live and work together in a dynamic learning landscape.



UWC is a deliberately diverse, mission-driven international college with a strong commitment to the educational principles of Kurt Hahn, its founder, and a passionate belief in the importance of education as a force for good in the world - to unite people, nations and cultures for peace and a sustainable future.

Since 1962 UWC has entrusted students with authentic responsibility and guided them to make appropriate choices and to learn from their mistakes. It is through this trust, responsibility and accountability that students learn that they can make a difference ('You are needed') and that through effort and engagement they can achieve far more than they ever imagined ('There is more in you than you think').

UWC empowers bridge-builders, systems changers and compassionate global citizens through the delivery of a pioneering and distinctive IB educational model.

UWC's student body is hugely diverse (365 students from around 90 countries) based on its ability to reach out across the globe to attract and encourage new students from vastly differing political, religious, ethnic and socio-economic backgrounds. These inspirational young people, the next generation of leaders, are drawn from among the most marginalised groups of today's world and the most privileged. Students are selected on their promise and potential to create impact in the fields of sustainability, social justice and peace. The College offers one of the most comprehensive scholarship programmes available at the pre-University level, with 50% of students receiving financial support.



ROLE DESCRIPTION

The Head of Social Impact Initiatives champions and enables action-oriented learning, supporting UWC Atlantic's mission of educating a diverse cohort of global youth for peace and a sustainable future.

The post-holder mentors and supports students in taking action on complex real world issues to enact a lasting and positive difference in the world. The post-holder manages Lighthouse, our on-campus centre for systemic impact, where we nurture students' innate potential to imagine, research, initiate, pilot and implement projects that demonstrate emerging opportunities in business, philanthropy, investing, government, and charities locally and globally.

As a member of the Learning Innovation team, the post-holder supports key initiatives arising from our Educational Vision and the new Strategic Plan.





ROLE PURPOSE

- Manage Lighthouse, the on-campus centre for meaningful changemaking, leading all aspects of the programme's design, delivery, and implementation and promoting its integration within UWC Atlantic;
- Promote and champion project-based learning across the College and organize Project Week - an extended immersive, collaborative, hands-on, and intergenerational learning experience;
- Assist with the implementation of the College's pioneering Systems Transformation Pathway to graduation in partnership with the International Baccalaureate, focusing on transformative change, systems leadership, and just futures;
- Support the implementation of the Prentis programme, in collaboration with the Prentis Lead and the members of staff;
- Create and/or identify opportunities for alumni, parents and friends of the college/movement to engage with and support college initiatives and student projects, particularly in the College's priority impact areas of food, biodiversity, energy, and migration;
- Vet and promote value-added external educational and funding opportunities, and support students applying for external funding and participating in external initiatives and programmes, including supporting established partnerships such as GoMakeADifference, Rise, Young Aurora, and the Villars Fellowship and Symposium.



KEY ACCOUNTABILITIES

Lighthouse Program Design and Delivery.

- Manage and ensure the delivery of key programme components, including:
 - Organizing workshops, trainings, and building student capacity for social innovation, design-thinking and systems leadership, project planning and implementation, and impact assessment;
 - Designing and rolling-out a process for proposing, awarding and monitoring the Project Development Grants;
 - Leading all aspects of the Lighthouse Prize, promoting the opportunity to students and supporting their applications, convening the review panel and organising the evaluation meetings, and ensuring the timely transfer of funds to student projects;
 - Organizing the annual Lighthouse Hackathon in collaboration with student leaders and key stakeholders;
 - Offering 1:1 sessions and coaching to students to develop new ideas into projects, as well as to support existing projects in scaling their impact.
- Promote and raise the profile of the Lighthouse Hub as a collaborative physical space for students by hosting events, maintaining a presence, and ensuring its visibility in the community
- Support existing project teams from past funding cycles through project completion, following up on agreed timelines for reaching next project phases, monitoring expenditures, and unlocking new funding instalments
- Connect students to appropriate resources, opportunities and mentors from our networks of alumni and friends of the college for the development of their projects and their development as changemakers
- Prepare and publish the Lighthouse newsletter and Annual Report, and contribute programme updates for the purpose of other internal communications as needed
- Develop an external communications plan for maintaining and updating the Lighthouse microsite and social media channels, in collaboration with the Communications team

Collaboration and management

- Work collaboratively with colleagues, establishing effective working relationships and leading by example in terms of personal and professional conduct
- Pursue effective collaboration with the Learning Innovation team, the co-curricular team, and the Atlantic Experience team
- Liaise with the Philanthropy, Engagement and Partnerships team to ensure best use of opportunities to engage UWC Atlantic alumni and other supporters

Research and program development

- Design a framework to evaluate and articulate the collective impact of Lighthouse projects
- Contribute evidence-based recommendations to the evolving vision for Lighthouse and the place of social impact and innovation within the new Systems Transformation Pathway
- Research best practices and contribute thought leadership on the topic of personal well-being and collective care for young people taking on the lifelong and lifewide work of transformative systems change
- Explore opportunities for collaboration with other UWCs and aligned schools
- Develop relationships and liaise with ideas labs, innovation centres, youth organisations, social entrepreneurship and governmental organisations, and supporters to complement support to projects

Administration and due diligence

- Manage the Lighthouse and Project Week budgets and oversee purchasing
- Keep track of all Lighthouse projects, monitor their progress, regularly update the project database, including archiving projects when necessary
- Ensure the efficient day-to-day running of the Lighthouse Hub, a physical space for ideation, creativity and project work
- Create structures and lead processes for the planning, implementation, and evaluation of Project Week in alignment with the vision and values of the College

Pastoral support and guidance

- Play an active role in creating a culture of safeguarding at the College
- Be aware of and comply with policies and procedures relating to the safeguarding of students, health and safety, security, confidentiality and data protection, reporting all concerns to an appropriate person
- Act as a tutor to an assigned group of students and build relationships with all students, being available when needed to listen and offer support and encouragement
- Primary responsibility for 8-10 tutees and a member of the House Tutor team working together with House Mentors and other tutors
- Provide effective and proactive support for students to promote their general progress, wellbeing, and positive attitudes, raising and escalating concerns as appropriate



PERSON SPECIFICATION

The successful candidate will be expected to demonstrate evidence of the following qualifications, experience, skills and attributes:

- Experience with programme development and evaluation in an educational or social impact organisation
- Experience and domain expertise in systems thinking / life-centered design / social impact evaluation
- Knowledge of and experience with practices that promote learner agency, self-direction, life-long and life-wide learning, and peer-learning
- Ability to promote and help students develop sustainable personal and collective practices of care and well-being
- Ability to contribute to strategic thinking and thought leadership around social impact/innovation and systems change

- Internationally-minded with a demonstrable passion for and deep understanding of the UWC mission and the identity of the college, including the ability to clearly and positively communicate the ethos and ideals of the College in theory and practice
- Proven ability to recognise and dismantle systemic barriers impacting underserved and marginalised peoples
- Ability and experience with leading, coaching, and mentoring diverse young people

- Ability to role-model convening, facilitating and participating in inclusive and empowering project teams and learning communities
 - Experience of data management including record keeping, information retrieval and dissemination of data
 - High level of skill and the ability to train others in project management
 - Excellent organisational and planning skills, and an ability to differentiate tasks appropriately and to work to tight deadlines
 - Sound IT skills particularly Google suite
-
- Ability to work collaboratively and lead others with enthusiasm
 - Ability to successfully work independently, under own initiative and as part of a team
 - Ability to follow through on solutions / decisions, until closure or resolution, to ensure they are understood and implemented by others
 - Excellent communication skills enabling credibility to be quickly built and strong relationships to be developed with internal and external stakeholders
 - Confidence and ability to provide expert advice through written reports, presentations and at meetings
-
- High levels of integrity and ability to maintain strict confidentiality whilst remaining impartial
 - Commitment to continuous professional and personal development
 - Flexibility to work outside the normal working week including requirement to work on bank holidays during term time
 - Commitment to the safeguarding of children and young adults





APPLICATION DETAILS

As part of your application, please include a cover letter addressing the following two prompts:

1. UWC Atlantic values diversity as a source of strength. How would you contribute to the diversity of UWC Atlantic?
2. Please give an example of a time when you recognised that the systems or structures in place exacerbated inequalities. What did you do? What changes did you make? What did you learn from the situation?



Reporting

Vice Principal, Learning Innovation

Place of Work

Our picturesque campus, UWC Atlantic, St Donat's.

Hours

Full Time, average 40 hours per week with Flexibility to work outside the normal working week including requirement to work on bank holidays during term time

Salary

£33213 - £48,083

+ £4,400 Leadership allowance

Annual Leave

You will be entitled to 25 days annual leave, rising to 30 days after 5 years service, plus public holidays and UWC Atlantic Winter break (normally 2 weeks) - non contractual and at the Principal's discretion

APPLICATION PROCESS

A relocation package may be available as part of the job offer, dependent on the candidate's circumstances.

For all information and the application form please go to our website at: <https://www.uwcatlantic.org/about-us/careers/current-vacancies>

Completed application forms should be emailed to: **recruitment@uwcatlantic.org**

Closing date for receipt of applications: Sunday 23rd February

Interview Round 1: Friday 7th March

Please note that we do not accept CVs, only completed UWC Atlantic application forms.

Pension Scheme

Option to join a contributory Pension Scheme.

Contract

Permanent subject to the completion of a 6 month probationary period.

Healthcare Benefit - non contractual

Access to Equipsme health insurance plan.

Death in Service Benefit - non contractual

Payment equivalent to 3 times annual salary.

Other benefits include:

- Free parking
- One meal a day on Campus
- Access to learning & development opportunities
- Use of college facilities - gym, swimming pool
- College events
- Discount on some events taking place at St Donat's Art Centre



UWCA has a responsibility to prevent illegal working and will conduct the necessary right to work checks before employment begins following Home Office guidance. Successful candidates will be asked to produce original documents demonstrating an ability to live and work in the UK before their employment commences. UWCA holds a UK Visa and Immigration (UKVI) sponsorship licence and may be able to offer a certificate of sponsorship to preferred candidates to allow them to apply for a visa to work at UWCA. This UKVI tool allows candidates to check if a visa is required: [https:// www.gov.uk/check-uk-visa](https://www.gov.uk/check-uk-visa) and candidates who may require a visa to work at UWCA are encouraged to discuss their immigration status with UWCA to establish if the role they are applying for is capable of sponsorship.

UWC Atlantic is committed to safeguarding and promoting the welfare of young people. Applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and the Disclosure and Barring Service.

Registered Charity Number: 525761

