



GET FURTHER

Getting students ahead in further education

DIRECTOR OF PROGRAMMES

Without GCSE English and maths, young people are more likely to drop out of education and are locked out of many university courses, apprenticeships and key professions. This is a huge challenge for social mobility in our country.

We want to change this story. Get Further is the first charity dedicated to providing free, innovative catch-up tuition to young people who missed out on gateway English and maths GCSEs at school. Our tuition is delivered by subject-specialist graduates, who are trained by expert English and maths teachers.

We know that having a tutor can help to close gaps in education – but too often, this is out of reach for young people from disadvantaged backgrounds studying in further education. With the disruption to education from COVID-19, now, more than ever, many students are in need of extra help to address the learning they have lost. This year, we are expanding our programmes, so that we can support more students to get back on track in education and have greater opportunities for progression in their chosen career.

To help more students **get further**, we are seeking a Director of Programmes to lead the charity's fast-growing Programmes Team. The successful candidate will work closely with the CEO to ensure Get Further achieves its ambitious goals, while maintaining high-quality programme delivery and the charity's focus on impact.

- Location:** Our main office is in London. We support remote working and also recognise the importance of staff meeting in person for work and social purposes and aim to find a happy balance between the two.
- Hours:** Full-time or part-time (min 4 days/wk). We can discuss flexible working patterns as needed.
- Duration:** Permanent
- Salary:** £49,000-55,000 pro rata (this includes £3,000 London weighting, if applicable)
- Start date:** As soon as possible

Role Description

We are looking for a senior leader, with extensive experience of project and/or programme management, able to lead a fast-growing team within a mission-driven organisation. You will be a core member of the Executive Leadership Team, in particular working closely with the CEO, the Director of Operations and the charity's three Programme / Curriculum Managers. You will have direct exposure to the Board of Trustees and the opportunity to fundamentally shape the organisation and its direction.

The Programmes Director will be responsible for all aspects of programme delivery, including business development and stakeholder management with new partners in further education, reviewing and improving delivery across the annual programme cycle, and oversight of programme quality and impact. You will play a leadership role in the overall direction of the charity and work with the Director of Operations to ensure that the systems, processes, and ways of working for the Programmes Team are in place to ensure effective programme delivery.

Get Further was founded in 2018, after winning the Teach First Innovation Award – a nationwide competition to find the best new ideas to tackle education inequality. This role is a fantastic opportunity for someone who is passionate about improving social mobility and tackling educational inequality. It will be of particular interest to someone with or wanting to gain senior leadership experience in the education and charity sectors. As a fast-growing organisation, there is a lot of scope for you to make your mark on the organisation and be directly responsible for its success.



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Main Duties and Responsibilities

As Director of Programmes, you will be responsible for:

Business development and sales:

- Identifying new business opportunities across the further education sector to ensure Get Further meets its goals for growth in terms of college partnerships and student numbers, and secures new partnerships in key regions and areas for expansion.
- Line management of two Programme Managers, supporting their development and delivery of KPIs with regards to college sales and renewals.

Programme delivery:

- Strategic leadership of the Programmes Team (currently a team of 10 full-time staff), including ensuring that the team has the culture, working environment and professional development opportunities to ensure they are well-equipped to deliver high quality programmes.
- Overseeing efficient delivery of every aspect of the annual programme cycle, from setting and ensuring achievement of targets for tutor recruitment, to leading the team to deliver on tuition logistics (including clear and timely student, tutor and college communications), and reporting on our impact to our partners in further education, ensuring programmes are high-quality and impactful for students and partners.
- Identifying and rolling out developments to programme delivery that help to improve our ways of working at scale, to enable the team to deliver now and in the future.

Programme quality and impact:

- Oversight of Get Further's processes for monitoring and evaluating the impact of our programmes, including communicating our results with existing and potential partners in further education to support the charity to meet its wider objectives.
- Ensuring Get Further's approach to curriculum, assessment and tutor training continue to develop and improve with insights from our impact data, including line management of our Maths Curriculum Manager, as well as holding the relationship with Get Further's subject advisory groups.

External relationships:

- Building relationships and our brand across the further education sector, including leading on the delivery of a FE Advisory Group to the charity that provides advice and guidance to ensure programme delivery continues to move from strength to strength.

Person Specification

The ideal candidate will have a genuine interest in working in the charity sector. Experience in a leadership role in a fast-growing organisation is highly desirable.

ESSENTIAL	DESIRABLE
<ul style="list-style-type: none">• Commitment to Get Further's mission and values, and passionate about tackling educational inequality• Strong experience of business development and/or developing a programme or project commercially.• Strong experience of project management and/or programme delivery within the education sector, including the ability to identify opportunities for improvements and roll out changes to processes	<ul style="list-style-type: none">• Direct experience of monitoring, evaluating and reporting of the impact of projects and/or programmes within education• Specialist understanding of recruitment• Experience working with and/or project managing the development of an integrated CRM – we are currently in the



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<ul style="list-style-type: none">• An effective communicator, who can tell the story of the charity's impact to a wide range of stakeholders• Talented leader and line manager, with high personal standards for delivery and ability to motivate and inspire the wider team• Skilled at building relationships with a number of stakeholders from board level to junior team members• Able to lead through ambiguity• Able to multi-task and prioritise effectively• Excellent spoken and written English language skills	<p>process of moving some of our working processes to Salesforce</p> <ul style="list-style-type: none">• Knowledge of the further education sector• Experience of delivering training• Knowledge of approaches to curriculum / assessment in English and / or maths teaching
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Our Team

Our central team comprises 14 members and all are motivated to reduce educational disadvantage and ensure young people get the gateway qualifications they need to succeed. Our main office is in West London, although we also have team members based in Yorkshire and elsewhere. We share our office with [Ark](#) and its [ventures](#) and enjoy the perks of unlimited tea, coffee and free fruit.

How to Apply

Your application must include **both** a CV of no more than 2 sides of A4 and a covering letter of no more than 1 side of A4. Your covering letter should highlight your interest in Get Further and your motivation for undertaking this role, as well as any specific experience or strengths that you will bring. Please detail your relevant experience, ensuring this is in line with the above role description / person specification. Please also detail your preferred start date.

Please send your application to applications@getfurther.org.uk with the subject Director of Programmes by **9am on 1st November**. Suitable candidates may be contacted ahead of the closing date and incomplete applications will not be processed. Online interviews will be held starting from w/c 8th November.

This is a UK-based post and **applicants must be living in and have the right to work the UK**; if applicable please detail your visa status in your covering email.

Equality and diversity matter to us. If you think you'd be suited to one of our roles we'd love to hear from you regardless of age, disability status, ethnicity, gender, religion or sexuality.

Get Further is an equal opportunities employer and will not discriminate against any candidate on the basis of any characteristic protected by the Equality Act 2010.

OUR SUPPORTERS

CREDIT SUISSE

TeachFirst

Ark



THE YOUNG FOUNDATION

SHACKLETON FOUNDATION