



RIGHT  
TO  
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# Right to Succeed

Programme Director: Reach Programme  
Job Specification

February 2018

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## Right to Succeed

### An Introduction from Graeme Duncan, Chief Executive

Dear Candidate,

Thank you for your interest in the role of Programme Director with Right to Succeed.

Right to Succeed is a young, fast growing charity making the transition from start-up to a sustainable, impactful organisation. It was founded in March 2015, with a mission to develop, pilot and scale collective solutions to educational inequality, overcoming the effects of the disadvantage factor in education.

The charity recently joined forces with the Oxford Youth Lab, a social lab that shares its commitment to working at grass-root levels, to help those from different disciplines help define and deliver solutions to complex problems facing young people. The charity will be operating under a new name in the Spring to reflect this partnership.

As a charity, we focus on areas where improvements in education and employment could provide the greatest uplift in social mobility for children and young people. We then bring together at local levels, best practice deliverers, educationalists, influencers, commissioners, philanthropists and social investors to develop collaborative solutions to some of the biggest challenges in education today.

We have recently piloted the Reach Programme with Educational Diversity, the pupil referral unit in Blackpool. This year we are expanding this to a larger pilot in three regions of the UK and are seeking an incredible candidate to lead this important work in preventing exclusions, ensuring better outcomes for young people at risk of exclusion, building local capacity to better meet the needs of such young people, and work with national and local commissioners to consider long term sustainable ways to fund such prevention approaches.

This work is not simple, but with the social investment space growing, public sector commissioning increasingly focused on outcomes and the social mobility gap still widening, the time for big and bold collective solutions to educational inequality is now. Right to Succeed's role is to make that happen.

We hope that you will be inspired to consider joining us. You can find out more about our work and our people at [www.righttosucceed.org.uk](http://www.righttosucceed.org.uk).

Should you want to apply for this role, or find out more, please contact:

Beth Matheson  
COO - Right to Succeed  
[recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk)  
0208 099 5171

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## Programme Director, Reach Programme – Right to Succeed

### Job Description and Person Specification

#### Job Details

Title:	Programme Director - Reach Programme
Reports to:	CEO
Line management:	3 x Programme Managers
Contract type:	Fixed Term Contract for 3 years
Salary:	£45,000 - £55,000 dependent on experience
Located:	Manchester with frequent travel to Doncaster, Belfast, Blackpool and London

#### Role Summary

To take the overall lead of Right to Succeed's three-year Reach Programme, for which the charity has just secured funding. You will manage the strategic oversight, delivery and ongoing evaluation of this crucial initiative and all key internal and external stakeholder relations that form part of it.

#### About the Reach Programme

The Reach Programme is a collective impact approach to preventing young people from being excluded from schools. It focuses on supporting schools that commonly exclude children to forensically identify the needs of the pupils most at risk of exclusion, and working with the schools to embed interventions and strategies that are proven to meet those needs.

The programme builds on a successful small-scale pilot in Blackpool, run in partnership with Blackpool's Pupil Referral Unit (PRU), Educational Diversity. It will be delivered across approximately 30 primary and secondary schools in Doncaster, Blackpool and North Belfast over a three-year period, providing sufficient time to embed successful practice and evaluate the work. The 300+ young people involved in the pilot will sit at the centre of the initiative, shaping our understanding of their needs and the appropriate responses to these needs.

Why this programme? Exclusions from schools are rising dramatically. 6,685 pupils were permanently excluded from schools in England in 2015-16, representing a 40% increase over the past three years. Increasingly, many school leaders make the case that exclusion is an acceptable school improvement measure. Yet this can have a severe impact on the life chances of those young people affected, who are more likely to be unemployed, develop mental health problems or enter the criminal justice system. The cost to society of failing excluded young people is £21bn per cohort.

We believe that exclusions can, in the vast majority of cases, be prevented through early intervention and that supporting schools through initiatives such as this can ensure that the needs of those pupils with the greatest need can be met.

We are excited about the opportunity that this initiative has to change the outcomes for many young people today. We hope that you share our passion for this vision for change and are keen to play and lead part in it.



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## Job description

### Key Responsibilities

- Oversee the successful implementation and ongoing review and improvement of the Reach Programme, ensuring maximum impact of the project on the schools, young people and communities involved.
- Manage all key internal and external stakeholders that form part of this initiative.
- Manage and lead the Reach team of 3 Programme Managers and administrative support.
- Manage the relationship with the funder of this initiative and use their convening power to raise the profile of the issue and the solutions our schools are finding.
- Represent the programme externally, including engaging with local and national commissioners to consider new approaches to commissioning exclusion prevention programmes.
- Provide strategic vision and leadership of a development strategy to replicate and scale the programme in the future.

### Staff Management and Leadership

- Provide strong leadership of the Reach team (three Programme Managers), setting a clear vision for the programme and ensuring the team understands its role in delivering this.
- Inspire and support the team to meet targets and to understand how their contribution is vital to achieving wider strategic aims.
- Ensure there are clear lines of accountability and responsibility across the team, which foster and maintain effective working relationships for the organisation.
- Lead by example in terms of your work ethic, your commitment to the delivery of results and to demonstrating the values of the organisation (see below) in all that you do.
- Invest in the professional development of your team, ensuring that they are growing in their roles and as members of the Right to Succeed staff team.

### Ensure the delivery of a high quality programme

- Oversee the design and delivery of the programme, working with internal stakeholders including delivery partners to ensure that we are setting the project up for success in terms of planning, timescales, partnerships, interventions, data collection and measurement frameworks.
- Oversee the design and development of key processes that will ensure the smooth running of the programme and provide clarity around accountability for programme targets and key areas of activity.
- Oversee relationships with schools/education providers and delivery partners, ensuring that we have the right relationships in place and that these are managed to the highest levels of customer care.
- Set up and oversee a National Steering Board for the programme and work with the charity's Director of Impact on the establishment of an Impact Board, which will report into this group.
- Oversee performance management of the programme, ensuring world-class accountability and evidence based learning of all programmes.
- Create a continuous improvement culture for the programme, ensuring quantitative and qualitative evidence is being used to constantly improve.
- Understand the opportunities to replicate and scale the programme and ensure that the processes and procedures behind the programme can be scaled wherever required.

### Build partnerships

- Develop partnerships with best practice deliverers, influencers, schools, commissioners in each of the programme areas and ensure that they are managed to a high level of quality and as per the organisation's values.
- Ensure that memorandum of understandings and contracts with all partners are clear, setting clear expectations about deliverables and the way the partnership is represented publicly.

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- Ensure that robust processes and procedures are in place for managing all partnerships effectively.
  - Work to identify partnerships that could open the door to further funding for the charity's work in this area.

### **Communication and representation**

- Work with the Development Team and regional contacts to build awareness of the Reach Programme at a local and national level, developing messaging and materials that communicate a strong vision for the programme.
- Through your work, establish Right to Succeed as a leading, collaborative innovator within education.
- Act as an ambassador for Right to Succeed and the Reach Programme, networking widely to build new and existing strategic relationships to the benefit of the programme and organisation more broadly.

### **Organisational strategy development**

- Work with trustees, the Chief Executive, fellow senior leaders and key stakeholders to support the development of the organisation's long-term strategy.
- Understand how to react to opportunities for expansion/replication of the Reach Programme.

### **Person Specification**

#### **Experience**

- Proven track record of building, delivering and developing programmes and interventions.
- Experience in building and maintaining relationships with a range of stakeholders including those at a senior level.
- Excellent experience in financial management and budget development.
- Experience in evaluating programmes and reporting on outcomes.
- Experience of teaching and/or working in the education space.
- Experience of representing organisations externally
- Experience with young people at risk of exclusion,
- Understanding of special educational needs and track record of working with social-emotional issues

#### **Skills**

- Commitment to the aims and ethos of Right to Succeed and a desire to bring about positive change in education.
- Good leadership skills and the ability to enthuse, motivate and develop a team and partnerships that deliver results.
- Ability to think strategically and to communicate a compelling strategic vision.
- Excellent all round communication skills and relationship management abilities.
- Strong organisational and people management skills.
- Professional and resourceful, with the ability to work independently and as part of a team.
- Ability to work in a small but highly ambitious organisation.
- Ability to model and instil the Right to Succeed values as outlined below.

#### **Knowledge (Desirable)**

- In-depth knowledge of education improvement (e.g. education policy and strategic planning, system reform, capacity building, teacher professional development, curriculum development, school evaluation and accountability, school leadership, assessment, education economics, etc.).

<b>Our Values</b>	<b>Key Competency 1</b>	<b>Key Competency 2</b>
<b>Commitment</b>	Deliver excellent service to our schools and partners	Leading a team committed to delivering a mission
<b>Integrity</b>	Uphold principles and values	Following through on responsibilities
<b>Humility</b>	Approach our work with professional curiosity	Demonstrate learning and the application of your learning
<b>Collaboration</b>	Building effective relationships	Influence and negotiate the conditions to create impact

### How to Apply

To apply for this position, please send a CV and a covering letter to [recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk). Your letter should outline your interest in the role. It should also detail how your skills and experience meet the specified requirements.

Please provide the names, positions, organisations and telephone contact numbers of two referees, one of who should be your current/most recent employer. References will only be taken once your express permission has been granted.

### Timetable

Applications invited by noon on Friday 16th February 2018

Initial interviews: w/c 19 February 2018

Process expected to be completed: 1 March 2018

**These dates may be subject to change and allowances will be made for candidates with annual leave booked during these periods, which may lead to the process being extended.**

### Queries

If you have any queries on any aspect of the appointment process, need additional information or wish to have an informal discussion, please contact Beth Matheson at [beth@righttosucceed.org.uk](mailto:beth@righttosucceed.org.uk).