



Chair of Board of Trustees Dr Frost Learning

About the Charity

Dr Frost Learning is an edtech charity which exists to deliver high-quality education to students, teachers and institutions regardless of income. This is currently via the Dr Frost Maths online platform, used by millions of students across thousands of schools both in the UK and internationally. We aim to combine the dynamism of a tech start-up with the purpose-driven impact of a charity.

Founded by Dr Jamie Frost (winner of the Covid Hero Award in the Global Teacher Prize 2020), the charity has had a big impact with a relatively small team: during lockdown it was within the top 200 most visited sites in the UK, and based on independent market research it is the second largest secondary maths education brand in the UK.

There are currently 12 staff at the charity with an exciting growth strategy and mandate to increase targeted support to UK schools serving the most disadvantaged communities. We have just transitioned from a founder-led organisation. Jamie Frost remains working for the charity full time as our Founder and Chief Mathematician. Bodil Isaksen, an experienced charity leader, who was a maths teacher, is our newly appointed CEO.

The Trustee Board

Dr Frost Learning is a Charitable Incorporated Organisation. The Board includes maths teachers, tech, finance, HR, business and charity governance specialists. The current Chair took on the role for a year when the previous Chair was appointed to a headship. He plans to revert to his role as the governance and HR trustee.

Both the CEO and the Founder attend the Board meetings. We meet termly as a Board and every couple of months our subcommittees (Impact and Technology, and Finance, Risk and Governance) meet to provide additional direction and oversight.

We are seeking a new Chair who can lead our strategic direction as we multiply our impact and reach.

Role Requirements

Acting as a trustee

All trustees must fulfil the 6 duties of the Trustee and the Chair should role model these.

- Ensure your charity is carrying out its purposes for the public benefit
- Comply with your charity's governing document and the law
- Act in your charity's best interests
- Manage your charity's resources responsibly
- Act with reasonable care and skill
- Ensure your charity is accountable

Leading the charity

- Leading the organisation in partnership with the CEO
- Working within the boundaries alongside the CEO

Leading the Board

- Ensuring the Board has clarity on the charitable purposes and core values
- Ensuring Board decisions advance the purpose and values of the organisation
- Ensuring clear strategic direction and associated milestones
- Ensuring the Board gains assurance on the achievement of milestones and addresses any failings
- Ensuring the Board focuses on governance and strategy rather than operational detail
- Ensuring the Board drives good governance and gains assurance that this is in place and frames activity
- Ensuring the Board has the skills and experiences required to oversee the Charity and effective succession planning for all roles
- Creating productive relationships with and among individual board members

Running Board meetings

- Preparing for the Board meetings so the focus is on governance, strategy, performance and assurance
- Ensuring the agenda and papers go out on time
- Chairing the meeting effectively, and always challenging inappropriate behaviour
- Reaching clear decisions that enable the CEO to drive the organisation effectively
- Ensuring the committees of the Board operate effectively

Providing supervision both to the CEO and to the Founder

- Overseeing, when required, the recruitment process of the CEO
- Guiding the CEO's work priorities to meet the Board's objectives
- Guiding the Founder's work priorities to meet the objectives of the CEO and Board

- Providing support and counsel to the CEO and to the Founder

Person Specification

Experience as a charity trustee

- Experience as a trustee in a charity that was large enough to employ staff and an expenditure of at least £1m.
- An understanding of good governance in practice.

Experience leading a team or an organisation

- Significant leadership experience: having managed a team (preferably to have managed managers) or led an organisation.
- Experience holding a team or organisation to account for their performance
- Ability to see the big picture and think strategically.
- An understanding of the importance of a diversity of skills on the Board and experience building diverse and effective teams.

Experience chairing organisations or meetings

- Significant experience chairing, either as the chair of an organisation or otherwise.
- Able to clarify issues, handle contentious issues and get people to collaborate.
- Experience in gaining assurance that things are being done without taking over from the CEO and taking on operational detail.

Committed to our charity

- Passionate about the importance of maths in the school curriculum and committed to working with us to improve the outcomes in maths for all secondary school students.
- Able to commit 10-15 hours a month for meetings of the Board and their committees, preparation for those meetings, working with Trustees, the CEO and the Founder, and other ad-hoc work as needed.

Able to work with us

- Flexible, at ease with people of all types, non-judgmental and calm.
- Able to build a great working relationship with the CEO and with the Founder, and work effectively with the Board.

Strong educational insight and a good network (desirable)

- Our ideal Chair will have experience of the education landscape. This may be through leadership in schools or trusts, in an education charity or in education policy.

How to Apply

Please send your CV and a supporting statement (maximum 1 page of A4) which explains why you are interested in the role and what you would bring to the role to trusteerecruitment@drfrost.org

The closing date for applications is Monday 13th January but earlier applications are welcome.

For an informal and confidential discussion with the CEO before applying, email Bodil Isaksen at bodil@drfrost.org

Once applications are closed, shortlisted candidates will have the opportunity to meet informally with Jamie Frost prior to a panel interview.