



**GET
FURTHER**

Interim CEO Recruitment Pack

2024

WELCOME FROM CHAIR OF TRUSTEES

Dear Candidate,

Thank you for considering the interim CEO role at Get Further.

Nowhere within our education system is extra support for students from disadvantaged backgrounds more needed than in further education. Most young people who do not pass GCSE English and maths at school go on to study in further education colleges. With the attainment gap between students from low income backgrounds and their peers widening, and an education system still blighted by the impact of the pandemic, the further education sector has a vital role in breaking this cycle of inequality. Despite this, funding for students from disadvantaged backgrounds nose-dives at 16. The sector also faces significant challenges in recruiting enough specialist English and maths teachers.

I passionately believe that both young people and adult learners need a strong offer of extra support – beyond what they received at school – to gain the qualifications they need to progress in education and work. Get Further exists to ensure that students in further education receive this support, helping them to secure gateway English and maths qualifications that unlock opportunities. Since 2018, Get Further has run a highly impactful tuition programme to help students gain GCSE English and maths in further education. With results twice the national average, the charity has made a direct and measurable impact on the lives of thousands of young people during its first six years. And in this last year alone, the charity has expanded their support to adult learners from low-income backgrounds, helping them to gain Functional Skills qualifications, so that those with the potential of a high-quality apprenticeship can successfully access one.

It is an exciting time for the charity. In the next phase of Get Further's journey, we want to lead the way in raising the standard in post-16 English and maths education. Our new strategy, which will be launched this autumn, will have a laser-like focus on programme quality and impact, with the strategic goal of setting a new standard for excellence in post-16 English and maths on a national scale. The current CEO and founder, who is due to go on maternity leave in January, has laid the groundwork for this strategy. We are now seeking an exceptional interim CEO to take this work forwards and ensure that Get Further remains on track to achieve its goal and objectives in this first phase of this new strategic cycle.

If you have the skills and expertise to lead our brilliant Team to build on the charity's impact to date, I would be delighted to receive your application.

I am hugely excited about the charity's future and about making this crucial appointment. Thank you for considering this role.

Michele Sutton

Michele Sutton, Chair, Get Further

ABOUT GET FURTHER

Get Further exists to support students in further education from disadvantaged backgrounds to secure gateway English and maths qualifications that unlock opportunities.

We do this because one in three students leaves school without a standard pass (grade 4 or above) in GCSE English and maths – this represents over 200,000 16-year-olds every year. This figure rises to over one in two for students from disadvantaged backgrounds. The scale of the challenge at age 16 extends into adulthood. An estimated 9 million working-age adults in England have low literacy and numeracy skills.

This one moment in their lives affects so much of what happens next. Lacking these gateway qualifications locks people out of many opportunities for education and employment and is associated with adverse outcomes for earnings potential, health, and well-being.

WHAT WE DO

To achieve our mission, Get Further forms strong partnerships with post-16 education providers, supporting students and staff through research-informed English and maths interventions. We offer three programmes:



Resit Tuition Programme

This programme supports students retaking GCSE English or maths in further education to gain the confidence and knowledge they need to pass these gateway qualifications and unlock opportunities for further study or work. Through this programme, students receive one-to-one or small group tutoring from trained, subject-specialist tutors, to complement their classroom study.



Functional Skills Tuition Programme

Our Functional Skills Tuition Programme prepares those with the potential for a high-quality apprenticeship to pass a level 2 Functional Skills qualification. With these qualifications secured, learners can unlock their apprenticeship, improving their employment prospects, earnings potential, and life.



Resit Resources and Training

This programme empowers teachers to impactfully deliver a fully resourced, research-informed curriculum designed specifically for post-16 students working towards GCSE English and maths qualifications.

OUR IMPACT AND STRATEGIC PRIORITIES

Within the lifetime of our last strategy, Get Further...

Supported around
5,000
students with innovative
small-group tuition.

Recruited and trained nearly
400
tutors to deliver impactful
tuition sessions.

Delivered tuition at over
90
campuses, partnering with
nearly 50 FE providers.

We have a demonstrable track record of securing positive outcomes for students and our further education partners. For students who attended at least one term of tuition on our GCSE Resit Tuition Programmes:

Our pass rate for GCSE
maths is
92%
higher than the national
average.

Our pass rate for GCSE
English is
73%
higher than the national
average.

Students resitting GCSE
maths make over
4X MORE
progress than the national
average.

Students resitting GCSE
English make over
6X MORE
progress than the national
average.

Against the backdrop of the pandemic, our charity scaled significantly to support young people to catch up lost learning and get back on track in education. We are extremely proud of the scale that Get Further has achieved to date. However, our new strategy, which will be launched this autumn, deliberately moves our previous emphasis on scale toward impact, pushing us to consider new ways of driving up programme quality.

We are ambitious to play a lead role in the national skills agenda and set a new standard for excellence in post-16 English and maths education. Working with the charity's Executive Leadership Team (ELT) and the Board of Trustees, the interim CEO will play a fundamental role in overseeing the implementation of this strategy in its first and second year. As part of this, the interim CEO will be expected to deliver on targets for the remainder of 24/25 and ensure that we are on track to meet targets in 25/26.

SUSTAINABILITY AND VALUES

At Get Further, we understand that we won't achieve our strategic goal and objectives if we don't have robust finances, a high-performing team that embodies our values, and effective and efficient systems and processes. In our current financial year, we are forecasting that we will generate a surplus on a turnover of £2.6m. The charity has over four months' operating costs in reserves.

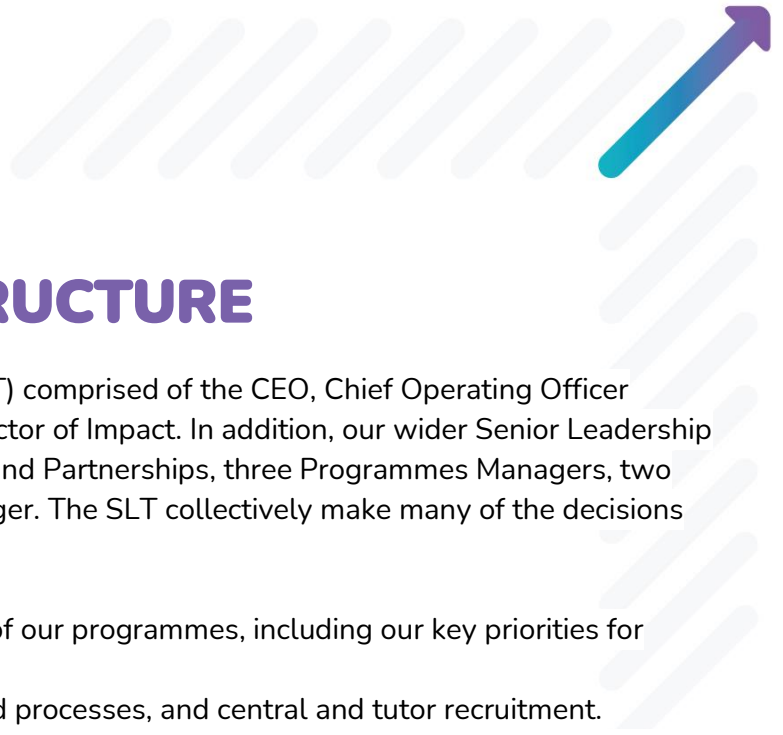
Get Further's income is largely derived from a range of traded sources, including colleges, sixth forms and training providers. Alongside this, the charity has ambitious fundraising targets, which we exceeded in 23/24. A priority for the interim CEO will be to ensure that the charity achieves its targets for income generation (both sales and fundraising) ahead of the 25/26 academic year.

As we embark on the next phase of our charity's journey, we will be guided by our core values. These values are at the heart of our organisation's personality.

At Get Further, we are:

BOLD	We are bold and unafraid to go against the grain.
OPTIMISTIC	We are optimistic through setbacks, retaining a sense of possibility in the face of challenges.
AMBITIOUS	We are ambitious for students who are yet to achieve gateway English and maths qualifications.
TENACIOUS	We are tenacious in our drive to achieve impact for the students we support.

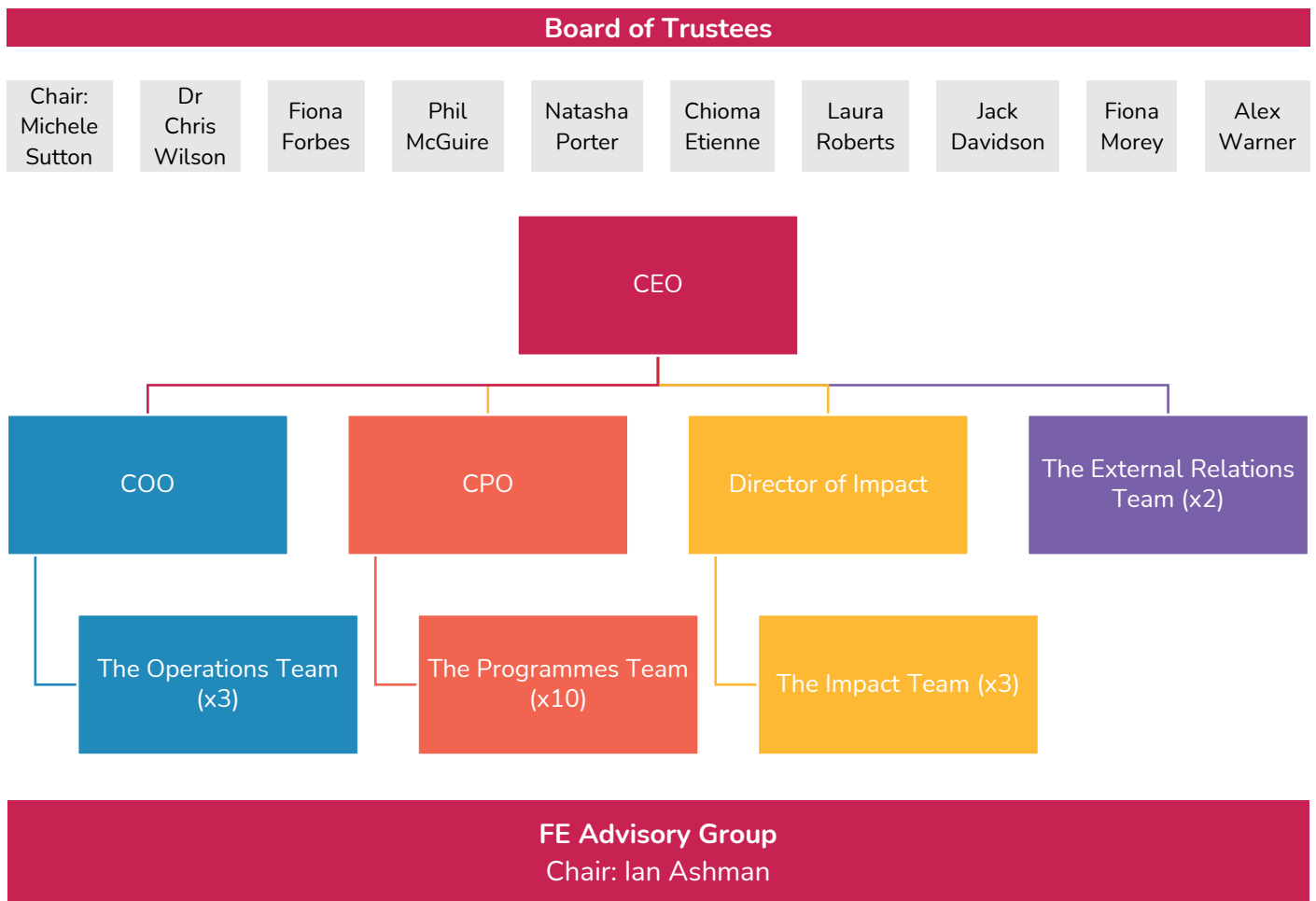
We are seeking an interim CEO who not only embodies and models these values but provides the leadership to continue the work done to date to embed these values throughout our organisation.



ORGANISATIONAL STRUCTURE

Get Further has an Executive Leadership Team (ELT) comprised of the CEO, Chief Operating Officer (COO), Chief Programmes Officer (CPO) and a Director of Impact. In addition, our wider Senior Leadership Team (SLT) includes our Head of Apprenticeships and Partnerships, three Programmes Managers, two Curriculum Managers and our Digital Project Manager. The SLT collectively make many of the decisions that affect the day-to-day running of the charity.

- The CPO oversees the design and delivery of our programmes, including our key priorities for driving up programme quality.
- The COO oversees finance, HR, systems and processes, and central and tutor recruitment.
- The Director of Impact oversees our approach to monitoring and evaluation, impact measurement, and digital transformation projects.
- In addition to ELT, the CEO also oversees the work of our new External Relations Team, which comprises marketing and communications, fundraising, and advocacy.



For more information about the Get Further team, visit <https://getfurther.org.uk/our-team/>

INTERIM CEO – JOB SPECIFICATION

We are looking to recruit an interim CEO, to cover up to one year's maternity leave. This is a fantastic opportunity for an experienced senior leader who is used to working in a fast paced, dynamic organisation with a focus on achieving results.

Job title: Interim CEO

Reporting to: Board of Trustees

Salary: £75k-85k pro rata, including London Weighting (note, this is the equivalent FTE salary for one year)

Location: Our main office is in London (near Kings Cross). We support remote working and recognise the importance of staff meeting in person for work and social purposes and aim to find a happy balance between the two. We actively encourage applications from candidates based across the UK.

Contract: Temporary. Expected to be c. one year depending on start date. We are open to secondments.

Benefits: 36 days' leave pro rata, inclusive of bank holidays, employer contribution to pension, flexible working with opportunity to work from home.

Hours: 4-5 days per week Monday to Friday (please state your preferred working pattern in your application)

Start date: November / early December (negotiable)

Key Responsibilities

- Charity Governance:** Working with the ELT and the charity's Board of Trustees and Committees to lead the charity. Communicating progress against KPIs and challenges effectively, overseeing budgets and risk, and identifying resources needed.
- Charity Leadership:** Working with ELT, to act as an internal and external figurehead for the charity, embodying its culture and modelling its values, and supporting the development of staff across the organisation.
- Executive Decision Making:** Working with SLT to make decisions on key charity priorities and policies, e.g. expansion plans, programme adaptations, major resourcing decisions, and recruitment of senior staff.
- Business Development:** Working with the charity's CPO to source new business opportunities both in terms of growing and expanding the charity's core programmes and identifying new innovations and funding. This includes managing key stakeholders (e.g., senior leaders in colleges, sixth forms and training providers).
- Operations and Finances:** Working with the COO to ensure the financial stability of the charity and protecting and managing the charity's assets.
- Impact:** Overseeing the work of the Director of Impact to ensure that the charity strengthens its approach to monitoring and evaluation, and that all preparations are successfully completed ahead of a potential independent external evaluation of our core programme in 25/26.
- External Affairs:** Overseeing both our fundraising and advocacy workstreams, including the development of relationships with new funders and politicians and policymakers. Representing the charity at external events (including certain conferences and fundraising events), and safeguarding the charity's reputation and values, ensuring that risks are properly recognised and mitigated.

Required Experience / Characteristics

- Clear commitment to the work of the charity, its mission and its values
- A proven senior leader, with experience of delivering against ambitious targets across multiple departments or programmes and working with a Board of Trustees or directors
- An excellent relationship builder, including the development of commercial relationships with senior stakeholders (e.g., in the education sector, third sector and/or government)
- Demonstrable experience in exercising strategic development and sound judgment
- Strong line management skills, including evidence of managing and developing teams and nurturing autonomous senior leaders
- Strong interpersonal skills, with experience of managing diverse stakeholders including senior leaders, funders, politicians and/or policymakers
- Knowledge of the education system, including the policy and political context
- Clear vision for why you want the role, what you will bring as a leader and your own personal development
- Experience of overseeing budgets, risks and contingencies
- Experience of sales within the education sector and/or fundraising

Desirable Experience

- Experience of overseeing quality assuring processes and/or impact measurement



HOW TO APPLY

To apply for this position, please send:

- A CV of no more than 2 sides of A4, and
- A statement detailing your answers to the following three questions:

1. Why do you want to work for Get Further? (200 words).

2. For each of the following four subheadings from the “Key Responsibilities” section of the job specification, which of your projects/work to date demonstrate that you would be successful in this role?

- Charity Leadership
- Business Development
- Operations and Finances
- External Affairs

Please describe your specific role in the projects/work and the impact that you had. (800 words).

3. If your application is successful, what two aspects of the role would be the biggest challenge for you, and how would you resolve those challenges? (300 words).

Finally, please ensure that your covering email includes your mobile phone number, as well as any dates when you will not be available or might have difficulty with the indicative timetable set out on the next page.

Applications should be submitted to applications@getfurther.org.uk with the subject line “Interim CEO application”. Please note as standard practice all team members are DBS checked. Suitable candidates may be contacted ahead of the closing date and incomplete applications will not be processed.

We are passionate about diversity and inclusion and strongly encourage applications from people from black and minority ethnic backgrounds. We are committed to ensuring that all applicants are treated fairly and with respect, irrespective of their actual or assumed background including gender, sexual orientation, marital status, age, race (including colour, nationality and ethnic origin), religion/belief or disability.

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. *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.*



TIMELINE

DATE	ACTION
22 July 2024	Application window open
19 August at 11:59pm	Application closing date (including the time)
19 - 21 August	Shortlisting process
29 August	Round 1: virtual interview with Chair and 2 x Trustees
9 September PM	Round 2: final selection panel (in person) with Chair and 2 x Trustees
w/c 9 September	Outcome announced
w/c 25 November 2024 (negotiable)	In post. The start date is negotiable depending on notice period.

If you would like to arrange a short phone call with the CEO or if you have any questions or require further information, contact sarah.waite@getfurther.org.uk.