

Manager - Growth, The Reach Foundation

Location: Flexible. The Reach Foundation offices are in Feltham but we are open to discussion about home working.

Salary: £32,000 - £38,000

Dependent on prior experience

Contract: 40 hours/week, 52 weeks, 25 days' annual leave

Requests for flexible working will be considered

Position reports to: Director – Strategy and Growth

Start Date: ASAP

Manager, Growth - Position Summary

The Reach Foundation is at an early stage in terms of scaling our work beyond Feltham (where we developed our Cradle to Career model). There is strong potential to grow our impact and to learn more about what it will take to provide *all* children with access to cradle to career support. We are now looking to hire a Manager, Growth to support us in managing current programmes and developing systems and processes to manage further growth. The role will involve significant variety and will suit someone who enjoys a start-up environment and who is keen to grow with the organisation.

About the Reach Foundation

At Reach, we envision a world where all children and young people enjoy lives of choice and opportunity. This means:

- Achieving well academically
- Being safe and well supported
- Being healthy (physically, mentally and emotionally)
- Having strong relationships and social networks

For too many children growing up in underserved communities, this is not what life is like. The current system is unlikely to help.

What we do:

- We work in partnership with schools to support them to develop models of 'cradle to career' support - grounded in great schools - for the children and young people who need it most.
- We develop the leadership capacity required for cradle to career models to succeed and spread across the system.

Through our work in Feltham, we have learned that great schools are necessary but not sufficient if we are to enable all children to thrive. Each community in which we work is unique so the specific design of cradle to career models differs from place to place. But we believe the following elements are fundamental to successful cradle to career support and run through everything we do:

- A recognition of the importance of early years
- Strong, long-lasting relationships with children, families and the community
- An 'all-through' approach to school with a broad, balanced, rigorous, well-sequenced, backwards planned curriculum
- Prioritising developing great teachers and leaders

- A relentless pursuit of excellence
- Openness and an inclination towards partnership and collaboration
- Leaders with an expansive view of what schools can achieve in and with their community

The diagram below shows the Reach Feltham Cradle to Career model:



The Manager, Growth role

The Reach Foundation is at an early stage in terms of scaling our work beyond Feltham. In the last year, our small growth team has worked in partnership to design and launch:

- A series of virtual 'short courses' on core elements of Reach's model
- SW100 – a new school leadership development programme for Devon and Cornwall
- JoinedUp – a cross sector leadership programme for school leaders, youth workers and social workers
- The Coaching Collective – a course to introduce instructional coaching into schools
- An all-through schools network
- Cradle to career partnerships with six schools/ MATs

There is strong potential to further grow our work and to learn about what it will take to provide all children with access to cradle to career support.

We want to remain small and flexible as a team. All current team members enjoy being involved directly with designing and delivering our programmes and in building partnerships to enable further growth. We are all happy mucking in to get stuff done.

The Manager, Growth will be responsible for developing systems that enable us to stay flexible and efficient by:

- setting up processes to manage work;
- communicating with programme participants and partners;
- researching and developing plans for our growth;
- helping to track impact;
- tracking our spending

We are looking for someone who is deeply committed to our mission and who would enjoy being in a start-up organisation and would like to grow with the organisation.

Responsibilities

There will be significant variety in the Manager, Growth role. The sorts of things they will take responsibility for (these are all real things the team has done in the last few months) are:

- developing efficient processes to prepare us for growth.
- research/ thinking/ analysis to inform decisions (eg. looking into where we might try to set-up a new programme);
- use Google sites to create participant websites and share resources with programme participants;
- develop our database of contacts;
- create an overall delivery plan for the team and lead team planning meetings;
- develop plans to enable us to capture the impact of our work
- create budgets and track our spending as a team
- identify and book venues for programmes

Skills and experience required

- We would expect candidates to have at least three years of work experience
- Highly organised and able to juggle multiple pieces of work
- Flexible and enjoys turning their hand to anything
- Experience in a school or MAT would be useful, as would experience as a management consultant or similar
- Strong written communication skills and comfortable with design of presentations
- Strong interpersonal skills enabling relationship-building with a range of external and internal stakeholders.
- Competent in Microsoft Office (with strong Excel and Teams experience), Outlook, Skype, Zoom.
- Excellent planning and organisational skills including programme planning, costing, prioritisation, and time management.
- Very strong commitment to improving the life chances of children growing up in underserved communities

Apply Now

Please send a CV and cover letter describing your experience and interest in the role to james.townsend@reachfoundation.org.uk

Prospective applicants are encouraged to contact James Townsend if you have any questions: james.townsend@reachfoundation.org.uk

The deadline for applications is **Friday 5th November**. Applicants will be shortlisted the week beginning 8th November and invited to an interview in week beginning 15th November.

More information on the Reach Foundation can be found on our [website](#).