Further Particulars: background information, job description and person specification

Nord Anglia Education

Group Education Director

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Heidrick & Struggles advises Nord Anglia Education on the basis of an exclusive consulting assignment.
INTRODUCTION

Nord Anglia Education is the world’s leading premium schools organisation with a reputation for achieving excellent academic results, recruiting and retaining superb teachers and a bespoke whole-school approach to teaching and learning which focuses holistically on the needs of individual students. With the opening of new schools in Hong Kong and Dubai in September 2014, Nord Anglia Education’s fast-growing family will total 31 international schools in 13 countries in South East Asia, China, Europe, North America and the Middle East, providing outstanding education to over 18,500 students.

Reporting to the Chief Executive Officer, the Group Education Director will lead the development of Nord Anglia Education’s international education philosophy, championing fresh thinking and innovation. Working closely with the CEO and the Executive Committee, the Education Director will continue to drive current initiatives whilst helping to shape the strategic direction of a growing global organisation. Working collaboratively alongside other members of the senior team, the Education Director will guide the organisation to understand how best to deliver its education aspirations and goals. Responsible for a team of 17 the Education Director will inspire and deliver continuous improvements in all aspects of education provision.

The successful candidate will be a leading educational influence within Nord Anglia Education. As a recognised leader with a record of innovative thinking, you will have the energy, credibility and interpersonal skills to operate internationally at senior levels. You will have gained experience in strategic development, operational delivery and policy formulation and be comfortable delivering in all of these areas. You will thrive in Nord Anglia Education’s culture, which is fast-paced and entrepreneurial in its continuous and persistent pursuit of excellence and improvement.

The role is based in Oxford and will require extensive international travel across the four regions in which Nord Anglia operates. Remuneration will comprise an attractive six figure salary, bonus and other benefits.

NORD ANGLIA EDUCATION

Outstanding teaching professionals and a distinctive educational model create exciting high performing learning environments. A Nord Anglia Education student will benefit not only from the richness and expertise within their own school environment but also from other schools across the Nord Anglia Education family.

Each school’s curriculum is tailored to the local needs of students so, for example, the schools in China provide opportunities for students to learn Mandarin and understand the Chinese culture as an additional part of their studies. The majority of schools are British international schools offering a curriculum rooted in the English National Curriculum up to the age of 16. Collège Champittet, in Switzerland, is the one exception where the curriculum is a rich bilingual mix of English and French.
Nord Anglia Education offers Global Classroom, an education programme to develop students’ confidence and ability as learners by enabling them to collaborate, inquire, create, innovate, and lead; and Nord Anglia University, a professional community that develops and delivers targeted learning for members of the team, as well as a range of pupil-focused and leadership tools.

Nord Anglia Education’s schools are non-selective yet, on average, students score four points above the global average in their IB Diploma, as well as being offered and accepting places at the world’s top 30 Universities.

Nord Anglia Education offers learning services, such as vocational training, organisational improvement, guidance, consultancy and support, inspection, curriculum programme development, and teacher training in online, in-school, and face-to-face ways to government departments, education authorities, schools, and other public sector organisations.

**THE ROLE OF GROUP EDUCATION DIRECTOR**

**Reports to:** Chief Executive Officer

**Direct reports:** Director of School Quality and Performance; Director of Continuous Professional Development; and Director of Curriculum & Student Performance

**Other key relationships include:** Executive Committee (ExCo) members; School Principals and School Senior Leadership Teams; Senior Leadership Team members across the Group; and central functions including: Corporate Development, HR, Legal, Finance and IT.

**Location:** Oxford with extensive international travel required.

Nord Anglia Education is currently embarking on the next stage of its strategic development as it solidifies and confirms its position as the world’s leading premium schools organisation. The appointment of the Group Education Director is critical to development and delivery of this strategy.

The Group Education Director will take the lead in developing and implementing the educational approach across the group’s family of international schools and remaining Learning Services contracts. He/she will also work with the CEO and Executive Committee (ExCo) to shape the strategic direction of the business in line with its vision and values. The Group Education Director will be expected to provide an influential and authoritative educational face for the organisation, internally and externally. He/she will provide strong and compelling leadership in the development and enhancement of the organisation’s relationships with stakeholders at all levels. He/she will represent the organisation externally and lead the quest for continuous improvements.
Tasks and responsibilities

- Drive educational standards and seek to continually raise performance across the network of schools.

- Develop, own, and deliver the organisation’s education strategy and vision.

- Provide robust challenge and intellectual leadership.

- Set and communicate education priorities and performance standards.

- Establish and foster collegiality and loyalty.

- Develop and implement innovative training programmes and workshops.

- Work closely with other members of the Executive Committee to foster effective, collaborative relationships between central functions (Finance, Human Resources, Marketing, Operations and IT) and schools.

SELECTION CRITERIA

Experience, knowledge and qualifications

- University degree and relevant professional qualifications (Masters / PhD desirable).

- Record of policy formulation and implementation in an educational environment.

- Proven record of delivering results at a senior level in a complex educational organisation – preferably globally/internationally.

- An excellent understanding of contemporary international educational policies and issues.

- Evidence of external engagement in brand-promoting activities.

Leadership capabilities

- *Accountability* – results driven able to set targets, maintain focus, evaluate performance, provide necessary support, take difficult decisions and hold people to account.

- *Strategic leadership* – able to craft and champion a compelling narrative for Nord Anglia Education’s education philosophy and values, conveying it with authenticity, consistency and passion.

- *Performance improvement mentality* – leadership skills and intellectual capacity to improve whole-school standards and student achievement/outcomes.
- Collaborative leadership – works collaboratively with others to achieve organisational outcomes whilst also being an excellent team leader with sound judgement and well-developed influencing skills.

- Entrepreneurial – creates organisational value for diverse stakeholders and achieves commercial success.

- Enabling – drives excellence through valuing and developing others.

- Agility – achieves personal and organisational success within a changing, dynamic and complex environment.

- Resilience – demonstrates personal resilience within a demanding environment of high expectations.

- External awareness – an innovative thinker with an informed and critical awareness of the prevailing and evolving global trends in education.

- Communication – an accomplished public speaker with experience of handling the media, writing articles and taking a point of view.

**Personal characteristics**

- High personal standing and integrity.

- Energy and flair.

- Excellent organisational and time-management skills and high attention to detail.

- Ability to work well under pressure.

- Willingness to take on multiple tasks.

- Proactive and able to prompt others to ensure deadlines are achieved.

- Adaptable with a flexible mind-set and openness to new ideas.

- Tolerant of frequent international travel and operating seamlessly between time zones.
TERMS OF APPOINTMENT

The role is based in Oxford and will require extensive travel internationally, with regular trips to Hong Kong. Remuneration comprises an attractive six figure salary, bonus and other benefits. Nord Anglia Education will take into account the particular circumstances of each individual candidate.

Safer recruitment practice and pre-employment checks will be undertaken before any appointment is confirmed. Appointment is subject to an enhanced Disclosure and Barring Service (DBS) check for regulated activity. Successful candidates must hold a current Enhanced Criminal Records Bureau Disclosure or equivalent for countries lived in outside of the UK. Compliance with visa requirements is mandatory.

APPLICATION PROCESS

Applications consisting of a full curriculum vitae and a covering letter (containing the names and contact details of four referees) should be sent to nordanglia@heidrick.com or 40 Argyll Street, London W1F 7EB.

To arrange a conversation in confidence, please email nordanglia@heidrick.com.
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