

**Position:** CEO, Educate Together

**Location:** Educate Together National Office,  
Equity House, 16/17 Upper Ormond Quay, Dublin D07 H7DE

**Report to:** Board of Directors, Educate Together

**Salary range:** Scale between €62,424 - €89,891 with 3% pension contribution

**Contract:** 3-year Fixed-Term

### **Executive Summary**

The successful candidate will lead the Educate Together school movement at a time of enormous growth and opportunity, and display strong leadership, strategic insight and an ability to forge excellent working relationships across Government and within the Irish education system. They will have full responsibility for managing the organisation, ensuring overall financial sustainability, opening new schools, and ensuring Educate Together's equality-based ethos is fully embedded across the existing network of schools.

### **Educate Together**

Educate Together is an educational charity and a company limited by guarantee. Policy is set by Members at the Annual General Meeting, with responsibility for implementation delegated to the Board of Directors. Educate Together is a modern, dynamic charity that is redefining standards in inclusive, learner-centred education. It is providing a long-overdue choice of equality-based primary and second-level schools for thousands of families in Ireland. It is working to transform the learning environment for all pupils so that they are properly prepared for life in the twenty-first century.

Educate Together is an independent NGO that works with many supporters and partners. Our schools are state-funded, child-centred and democratically run. These schools guarantee "equality of access and esteem to students irrespective of their social, cultural or religious background."

The active participation of parents in the daily lives of the school is encouraged whilst positively affirming the professional role of the teachers. In addition to the National Curriculum, Ethical Education is a key component of the Educate Together school model.

Educate Together is an agent for change in the Irish State education system seeking to ensure that parents have the choice of an education based on the inclusive intercultural values of respect for difference and justice and equality for all. The growth in the Educate Together school network continues to be driven by parental demand and the National Office supports the rights of families to access the education they want for their children.

Founded 40 years ago, the network now supports 84 primary and 13 second-level schools, catering to over 28,000 students. Individual schools are managed by Boards of Management on behalf of Educate Together as school patron. Educate Together has a robust programme management team which the CEO leads.

### **The Opportunity**

Reporting to the Board of Directors, the CEO will be responsible for guiding the strategic development of the organisation and overseeing its day-to-day management including the management of a staff of around 20, the provision of support to Principals and School Boards of management and negotiating with the Department of Education and Skills (DES) and others, ensuring the sustainability and growth of the network. The CEO is the connecting role between the Board of

Directors, the staff, the school Principals and Educate Together Members. The CEO must be able to work collaboratively with each group to lead and support in a flexible manner in order to unite and achieve the organisation's vision.

Educate Together is looking to appoint a CEO who is:

- An influential and passionate leader who can unite many different stakeholder groups behind one vision
- A leader who can work collaboratively with our Board and other stakeholders to realise Educate Together's mission, agree strategic targets, monitor and report progress and collaborate with other organisations and stakeholders to realise the aims and objectives of the organisation.
- A strong ambassador and advocate for the organisation, its values and Educate Together's equality-based ethos
- Excellent at leading, developing and coaching a dedicated and passionate staff
- Highly organised, resilient, self-starter who continues to find new ways to tackle challenges and achieve results

This role is ideal for someone who is a passionate leader and enjoys a diverse challenging environment. You will have the drive and people skills to cultivate and manage a range of different internal and external relationships. You will be able to demonstrate genuine engagement and passion with the work of Educate Together and the wider education sector.

To succeed in this role, you will be a diplomatic, creative problem solver who can empower and work flexibly with others to achieve successful results. An understanding and demonstrated interest in the Educate Together movement would be a distinct advantage, but direct experience is not essential. The role will suit a positive, strategic, engaging professional with a strong passion for ethical education and the ability to network and represent at the highest levels with a variety of stakeholders.

### **The Person**

**Educate Together's Ethos & Values** -The candidate must demonstrate a passion and commitment to embed an equality-based ethos based on the principles of equity, democracy, inclusiveness, co-education, and child-centredness within the policies and practices of Educate Together. The CEO will deepen the understanding and application of the values of Educate Together expressed in the day to day life of the school communities and within the organisation.

**General Management & Leadership** - Significant experience in a senior management role based in the community, voluntary, charitable or education sectors and candidates should demonstrate a deep knowledge and critical understanding of the education system. The CEO must have strong organisational skills to effectively lead Educate Together and galvanise the team to deliver on its operational plans and strategic objectives. The CEO will work collaboratively to drive Educate Together into its next phase of growth.

**Resourceful** - Educate Together is a charity and operates in an environment where all resources are scarce and precious. The CEO must have the ability to think innovatively about funding and securing resources in an increasingly competitive environment. They must have the ability to find new ways to ensure sustainability, balancing growth and financial stability.

**Versatility & Drive** - The role of CEO is at the heart of the Educate Together movement. The personal strength, values and struggles of the new CEO will be reflected throughout the organisation. The ability to adapt to change, respond to challenges, work in a diplomatic and versatile manner to include and empower everyone to achieve Educate Together's vision is essential. The CEO must be able to work collaboratively with each group to lead and support in a flexible manner to unite and achieve the vision.

**Tenacity & Resilience** - The complexities of the day to day challenges, the limits and pressures on resources and the varying needs of the stakeholder groups ensures the CEO role will be demanding. The candidate must have the ability to thrive in such environments and demonstrate the ability to constantly balance many moving parts, spot opportunities and the persistence to achieve strategic targets.

**Creativity & Innovation** - The Educate Together movement brings a creative and innovative approach to Irish education. Educate Together is an agent for change in the Irish State education system seeking to ensure that parents have the choice of an education based on the inclusive intercultural values of respect for difference and justice and equality for all. The role of CEO requires the candidate to nurture the existing culture of creativity and imagination so that new ways of working and thinking are continuously embraced and encouraged in all areas of the Educate Together network.

**Impact & Influence** - In order to advance the delivery of the vision the CEO requires clear communication and engagement skills that will establish quality relationships and create impactful written and verbal communication with the Educate Together community, the public, the DES, supporters, funders, and with other agencies/organisations.

**Relationship Builder** - The Educate Together movement consists of many different stakeholders including a large network of Schools, Principals, Members, a National Office and Board of Directors. The CEO must have excellent rapport-building skills and have the ability to nurture a positive working relationship which encourages, motivates and acknowledges the passion and commitment of each stakeholder group.

#### **Additional**

- A degree at level 9 (In accordance with the National Framework of Qualifications (NFQ)) or equivalent is desirable.
- Full clean driver's license required

## **Key Accountabilities:**

### **Lead and Manage**

- Lead and manage the HR and operational activities of Educate Together's National Office
- Lead the development and delivery of the strategic plan
- Report to the Board of Directors on the delivery of the organisation's strategic objectives
- Oversee Educate Together's fulfilment of its statutory duties as a school patron, management body, charity, company limited guarantee and membership organisation

### **Finance and Funding**

- Raise the funding required to assist in the opening of new schools, support the existing network and promote innovation in Educate Together's curricular development
- Negotiate with the DES to ensure sufficient funding provided to open new schools and support the organisations duties and responsibilities as a Patron and Management Body
- Manage the organisations finances resourcefully and prudently
- Partner with the DES, members and donors to raise the funding requirements aligned to Educate Together's strategic objectives

### **Advocacy**

- Represent Educate Together's aims and objectives through effective partnerships with Department of Education and Skills and other relevant education bodies
- Actively promote Educate Together's ethos, reputation in the community, media, and across all internal / external stakeholder groups
- Develop and nurture strategic partnerships with like-minded community and voluntary organisations to advance the delivery of Educate Together's vision

*This position is based at Educate Together's National Office, which is currently located in Dublin city centre, although nationwide travel is also required.*

*Suitable applicants should send a fully completed application form and covering letter to [ceorecruitment@educatetogether.ie](mailto:ceorecruitment@educatetogether.ie) by **Friday 30th August 2019 at 5pm**.*

*Educate Together is committed to equal opportunities and all recruitment decisions will be based on merit, suitability for the role and experience. All recruitment decisions will not be influenced by race, colour, nationality, religion, sex, marital status, family status, sexual orientation, disability, age or membership of the Traveller Community. Educate Together fully endorses a working environment free from discrimination and harassment.*

*For information on Educate Together's Privacy Policy, please see [here](#).*