



JOB DESCRIPTION: Director of Network

Salary: Between £47,987 and £53,319 depending on experience, + 5% pension and 25 days of annual leave

Hours: Full time

Duration: Permanent (Subject to Funding)

The School for Social Entrepreneurs (SSE) is a registered charity and company limited by guarantee, established by serial social entrepreneur Michael Young. SSE opened its doors in 1997 with the aim of transforming the potential of social entrepreneurs and enabling their projects to make a real difference in their communities. SSE supports social entrepreneurs who are working on a 'live' social project, through long and short duration 'action learning' programmes, comprising action learning sets, study sessions, expert witnesses, project visits, grants, individual tutoring and mentoring.

SSE's mission is to address inequalities and social exclusion by supporting social entrepreneurs from all backgrounds to transform their talent into real social outcomes in the form of sustainable solutions to poverty and disadvantage in communities.

In addition to the original London School, based at London Bridge, SSE has developed a Network of Schools (social franchise) comprising twelve locations across the UK, one school in Australia operating in five locations, one school in Canada and one school in Ireland. SSE works with a number of corporate partners, trusts and foundations to deliver a range of programmes.

This role is part of the Senior Management Team of 4, including the CEO, which has responsibility for continuing to strengthen and grow SSE and implement our 5 year strategic plan. The Director of Network will play a vital role in working with our Network of Schools; constantly enhancing the quality of our offering, brokering resources, delivering against large contracts, and strengthening SSE's identity and Network relationships. It is an important addition to the Senior Management Team which is intended to bring depth to the leadership of the organisation.

Overview of the role:

The role is designed for someone with senior management experience, particularly in a franchise, distributed business or third sector organisation who has an interest in the practical forms of learning. We are looking for someone who has high level project management skills, the ability to build strong relationships / partnerships with global partners, address issues proactively and lead a team to achieve our 2020 goal.

We are looking for someone who shares our values and our passion to grow SSE and its impact. The ideal candidate will have excellent people skills; the passion to improve the quality of our work; exceptional communication skills; and have the confidence, dynamism and focus to create new opportunities.

The principal objectives of the role are:

1. Build strong relationships with our Network of Schools across the world, via our Network Strategic Forum, Away Days and individual relationships;
2. To ensure highest quality delivery of all programmes especially SSE strategic projects and funding programmes via our Network of Schools;
3. To ensure growth and development of our Network and it's identity by championing an active and vibrant community of schools and partners;
4. Work with the Development Team to broker resources within the Network, promote evidence of SSE impact and support Network to maximise earned income; and
5. Build SSE's resilience and sustainability and manage the Network team, deliverables, budgets, etc.

1. Build strong relationships with our Network of Schools

- Be the senior point of contact for SSE's Network of Schools; managing relationships at all levels, including trustees and staff.
- Build on existing relationships and systems to ensure a unified and cohesive network of franchise schools where all individuals feel valued and get value for money from SSE Central.
- Facilitate and ensure excellent relationships and communication between the Network Team and all internal and external partners such as stakeholders for SSE's UK programmes, strategic partnerships and the SSE Network Schools.
- Oversee SSE's communication and marketing function to Network Schools, students, fellows and external partners and represent SSE externally at events, to partners and advocates
- Champion the SSE brand, quality standards and action learning methodology in order to gain support for, and increase understanding of, SSE's value proposition, in particular with strategic partners and funders.

2. Ensure highest quality delivery of all programmes via our Network of Schools

- Oversee the development of schools, including quality of delivery, governance, funds, staffing, and prospective new markets / schools.
- Ensure compliance with Network school license agreements, franchise fees and franchise models.
- Develop branded range of programmes, resources and systemised processes, including knowledge management strategy for all Network Schools in order to support operations across the Network
- Oversee the update to, and implementation of, SSE's Quality Standards and annual Quality Audit process. Ensure timely data collection across all schools for funder purposes, social



school for social entrepreneurs

impact reporting and Quality Audit purposes and implement processes that use this information to push continuous improvement across all schools to deepen SSE's social impact.

- Set and communicate franchise standards, and, where schools may need support to achieve quality standards, develop, implement and monitor support programmes.

3. Champion an active and vibrant community of schools and partners

- Provide leadership to Network Schools, champion SSE's action learning methods and a culture of learning, innovation and continuous improvement whilst sharing innovations across the Network.
- Manage the Network Team to provide an outstanding level of service to all Network Schools and partners, ensuring responsive, action-oriented approaches are embedded in all Network Team functions.
- Support schools in learning, organisational and social impact areas in order that they can deliver a growing range of products and services to a high quality.
- Develop and implement an exciting, challenging and rewarding staff development programme for all SSE staff in all schools including providing coaching and guidance for Learning Managers and acting as their first "port of call" for guidance or support.
- Lead on the development of new schools including learning methods to ensure cultural and political fit.

4. Work with Development Team to broker resources and maximise earned income

- Work closely with the Development Team including the brokering of resources across the Network.
- Provide leadership and Best Practice to Network Schools in resourcing and fundraising to enable them to reach their ambitions.

5. Build SSE's resilience and sustainability

- Work with the CEO and Senior Management Team to grow the SSE Network, and strengthen relationships with influencers.
- Represent SSE externally to partners and at events.
- Lead and co-ordinate Network School contributions to our strategic plan and other network-wide opportunities as they arise.
- Provide Network insight on the strategic plan and lead in its' implementation and roll out.
- Systemised process for bringing on new schools and providing support for the first 12 months of operations.
- Build a strong team to maximise their individual and collective contribution to SSE's impact and to be a first rate project management team.
- Develop and sustain strong contact network of external supporters for SSE and its' work.

Personal Experience:

- Should have experience of dispersed or networked organisations and be able to exercise influence without direct line authority.
- Must have understanding of action learning; and be able to add value to the professional dimension of the work of SSE and its' schools.
- Should have experience of ambassadorial and communication roles.
- Should have held senior professional roles, preferably as head of function.
- Should have managed own team and been a member of a senior team.



school for social entrepreneurs

- Experience of project or programme management.

Reporting to: Chief Executive Officer

Responsible for: 6+ project workers plus volunteers, contractors and freelancers (as and when appropriate)

Location: Head office, Tooley Street, London Bridge.
Travel across the UK will be necessary e.g. franchise schools, partners, as well as possible occasional travel overseas.

Hours: Full-time, five days a week, normally 10am to 6pm.
Some unsocial hours may be required from time to time.

To apply for the job

To apply for the role, please send a copy of your current CV and a covering letter (maximum 800 words); explaining how you would ensure the role of Director of Network plays a vital role in SSE's future development.

Please include your full contact details and mention where you found out about the role. Please also include the names of two professional referees, including your most recent or last employer. Please note that referees will not be approached without your prior knowledge, and only following a successful application and final interview.

Please send your covering letter and CV to Isabel Langdon, Business Analyst Isabel.langdon@sse.org.uk. Unfortunately, we are only able to acknowledge shortlisted applications.

Interview Process

Applicants with the most appropriate mix of qualifications and experience will be invited to participate in the selection process. Those selected at that stage will be asked to come to SSE's London Bridge offices for an informal interview. This will provide an opportunity to see the workplace, meet key staff and hold an informal interview. Those shortlisted at this stage will be asked back for a second interview, also informal in nature.

Appointment into the role will be made subject to satisfactory references.

Recruitment Timetable:

Closing date for applications: 17TH August 6pm

First interview: 21st August or 26th August

Second interview: If required

Further information

If you have a general query about the role, please call Isabel Langdon (Business Analyst) on 020 7089 9120 or email her at isabel.langdon@sse.org.uk



school for
social
entrepreneurs

If you would like to have an informal discussion about the role, please contact Leah McPherson (Network Manager) on 020 7089 9120 or leah.mcpherson@sse.org.uk.

SSE operates an equal opportunities policy and will appoint solely on the basis of the applicants' ability to do the job in question. SSE does not discriminate with reference to age, gender, sexual orientation, race, colour, religion, marital status or disability, nor will such factors play any part in decisions on appointment or selection.