

A new appointment

Director of HertsCam Network

HertsCam Network is currently inviting applications for the post of Director. We seek to fill the post by the end of October 2020.

Overview

HertsCam is a teachers' network, an Incorporated Charitable Organisation¹. It is led by teachers and schools, and provides programmes that enable teachers to lead change and improve practice in their schools, both in the UK and abroad. More detail on the aims of the network, its programmes and advocacy activities can be found in the attached papers.

The director would oversee the management of the organisation and provide effective intellectual and strategic leadership to develop the network, extending its scope and scale. She/he would be accountable to the Board of Trustees for the effective management, success and financial viability of all of the network's programmes and activities.

Job specification

The Director would be expected to work from home, participate in meetings and attend events. Currently meetings and events are virtual due to the pandemic.

The pattern of work would be flexible and, in the first instance, will be remunerated on a consultancy basis. The budget for the academic year 2020-21 currently is £12-15k.

Duties would include:

- playing a leading role in strategic thinking and forward planning
- the leadership of the Managing Group, including chairing meetings, managing reporting and budgeting etc
- producing comprehensive reports for the Board of Trustees
- the line management of members of the Managing Group as individuals to ensure high quality of provision and maximum efficiency of all of the network's programmes and activities

¹ Registered charity number 1154463

- monitoring programmes and activities, and providing support and guidance to programme leaders and administrators
- ensuring that management and governance processes are maintained
- managing the process of programme evaluation and development, including the submission of proposals for new programmes
- overall accountability for income and expenditure across the network
- monitoring the use of our websites and social media presence
- ensuring effective liaison with the Network's accountants, solicitors and the Charity Commission

The extent of the role and the level of remuneration are subject to review at regular intervals; the outcome of such reviews will depend on how successful the director has been in extending the scope and scale of the network's activities.

Person specification

The role of director requires someone with:

- a well-developed intellectual capacity, able not only to embrace and enact the philosophy underpinning HertsCam's programmes, but also to challenge and extend our practice as a network
- experience of educational leadership, preferably at senior level and the ability to think strategically and envision futures in which HertsCam can grow in strength and scope
- a masters degree, preferably in the field of education or social science
- ongoing commitment to their own scholarship
- experience of working in higher education
- courage and determination required to overcome obstacles and transform the fortunes of the network
- good interpersonal skills and the ability to work with colleagues, enabling them to contribute their ideas, skills and energy to the common enterprise
- values that resonate with those espoused and promoted within HertsCam.

- adequate understanding of the contemporary digital world and a well-developed skill set in relation to it

Information pack for applicants

Preparatory to their applications, candidates are asked to read the following documents:

- The job description and person specification (this document)
- ‘What is HertsCam?’ (An illustrated 2 page outline)
- ‘HertsCam: A Teacher-Led Organisation to Support Teacher Leadership’ an article by David Frost published in the *International Journal of Teacher Leadership* in 2018
- A list of recent publications about HertsCam
- A paper clarifying our current organisational structure

Application process

Applicants are asked to submit, no later than 9th October 2020, a brief Curriculum Vitae (1-2 sides of A4) together with a letter of application explaining why they might be suitable for the role of Director.

A short list will be drawn up by the Board of Trustees in consultation with the Managing Group and a small number of candidates will be called for interviews which will take place in the third week of October.

If candidates wish to make informal enquiries, they are welcome to email the Network Administrator, Heather Walker on: hwalker@hertscamnetwork.org.uk