



JOB TITLE: Managing Director

RESPONSIBLE TO: CEO

ACCOUNTABLE TO: CEO

LINKS TO: Board and PE Stakeholders, Executive Team, Head of Educational Standards and Quality, External Stakeholders

JOB PURPOSE:

Outcomes First Group is expanding its educational offering with a new opportunity to enhance its mission of providing inclusive, high-quality learning environments. The Managing Director will play a pivotal role in establishing and leading this new initiative, developing and managing a network of schools across the UK. This leader will drive strategic growth and operational excellence, ensuring that all schools within the group uphold our core values of inclusivity, student well-being, and exceptional educational outcomes. Working closely with the Board, the Managing Director will set and execute a vision that empowers students to thrive and prepares them for successful futures.

KEY ACCOUNTABILITIES:

Strategic Leadership

- Develop and drive a long-term vision for the new educational initiative within Outcomes First Group, setting a strategy that supports growth and operational success.
- Collaborate with the CEO and Board to identify strategic opportunities for expansion, including new sites, acquisitions, and partnerships.

Operational Excellence

- Oversee the operational performance of the schools within the new initiative, ensuring consistent standards of quality and efficiency.
- Develop and refine operational processes, leveraging industry best practices to optimise resource management and scalability.
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Growth and Innovation

- Lead the expansion of the new initiative through innovative approaches to learning and operational management, leveraging insights from both education and other sectors.
- Identify new market opportunities and implement growth strategies to achieve long-term sustainability.

Stakeholder Engagement

- Cultivate strong relationships with a diverse range of stakeholders, including parents, community leaders, regulators, and external partners.
- Represent Outcomes First Group in key industry and community discussions, advocating



for our commitment to inclusivity and pupil success

Team Leadership and Development

- Inspire and guide a high-performing senior leadership team, creating a culture of collaboration and continuous improvement.
- Partner with HR to develop recruitment, training, and retention strategies that support the needs of an all-abilities environment.

Risk Management and Compliance

- Ensure regulatory compliance and risk management across all schools, safeguarding the organisation's reputation and operational integrity.
- Oversee safeguarding, health, and safety protocols, maintaining a safe and supportive environment for pupils and staff.

Essential Experience and Qualifications

- Proven senior leadership experience within a multi-site organisation, ideally involving complex operations, regardless of sector (education, healthcare, hospitality, retail, etc.).
- Demonstrated ability to build and execute growth strategies, manage P&L, and drive operational efficiency across a network of locations.
- Strong financial management skills, including budgeting, forecasting, and performance tracking, to support both operational sustainability and growth.
- Experience engaging with Boards, investors (particularly private equity), or other executive stakeholders to communicate strategy, progress, and outcomes.
- A dedication to fostering inclusive environments, supporting diverse teams, and enhancing accessibility and opportunities for individuals of all backgrounds.
- Expertise in leading change and implementing innovative practices to meet organisational needs and improve performance.

Preferred Experience and Qualifications

- Experience in an investor-backed organisation, with an understanding of value creation in a private equity context.
- Experience across multiple sectors (e.g., education, healthcare, social care, hospitality) and a strong record of successfully adapting to new environments or sectors.
- Familiarity with mergers and acquisitions, particularly within multi-site or service-based organisations, and experience in integrating newly acquired operations.
- An advanced degree in business administration, management, or a related field, with leadership certifications as an added advantage.
- Proven success in developing talent and building a culture of engagement and continuous improvement within a large team or network.
- While not essential, knowledge of inclusive educational practices, neurodivergent learning, or similar fields is an advantage.



QUALITIES AND BEHAVIOURS:

- Passionate about inclusive education and dedicated to the success and well-being of all students.
- Visionary and results-oriented, with a commitment to driving educational and operational excellence.
- Collaborative, approachable, and values-driven leader who fosters a supportive team culture that embraces diversity and inclusivity.

ADDITIONAL REQUIREMENTS:

- Act as an ambassador for Outcomes First Group
- At all times promote and comply with organisations commitment to safeguarding, equal opportunities and health and safety

Please note the role specification is subject to change as part of the dynamic nature of the business.

Job Holder' signature

Name: _____

Signed: _____

Date: _____

Signed on behalf of Outcomes First Group

Name: : _____

Title:

Signed: _____

Date: _____