

Group Head of Strategy, Research and Impact

Elevare Civic Education Group
working across London South East Colleges,
London South East Academies Trust and Elevare Education Foundation





Thank you for your interest in joining Elevare Civic Education Group.

We are a civic organisation with deep roots in our communities, united by a clear mission: to transform lives through the power of learning and to make a positive difference to the lived experience of our students, staff, stakeholders and communities.

This is a significant moment for our Group, comprising London South East Colleges, London South East Academies Trust and Elevare Education Foundation, as we continue to strengthen our public voice and our influence across the education, skills and place-based reform landscape, locally, regionally and nationally. This role, the Group Head of Strategy, Research and Impact, remains central to that ambition.

Building on our existing strong reputation, and working closely with the Group CEO and Executive and Senior Leadership teams across the Group, the postholder will lead the development and implementation of long-term strategic planning and priorities, responding to national and local policy and needs, consulting and translating these into deliberate and distinctive mission-led opportunities across our group.

Working within the Chief Executive's office, you will be supporting the Executive and Senior Leadership Teams across the Group, helping to shape and amplify Elevare's civic narrative and reputation. You will demonstrate exceptional written and oral communication skills, with the ability to translate complex strategic, research and performance information into clear, concise and compelling narratives tailored to a range of audiences and provide annual and transformational impact and performance reports across the College, Trust and Foundation.

This is a pivotal leadership role responsible for shaping and delivering the Group's strategic direction, research, policy, performance and impact evaluation. Leading long-term strategic planning, driving evidence-informed decision-making, and embedding a culture of measurable impact, innovation, transformation and continuous improvement.

You will champion and be a pioneer bringing new ideas and innovative approaches, whilst staying connected to the Group's legacy and values, and aligned to government priorities and policy for the skills and education sector. The role ensures the Group is future-focused, research-led, and able to clearly demonstrate its social, economic, and educational impact across the College, Trust and Foundation.

Acting as a trusted adviser, the Group Head of Strategy, Research and Impact will translate vision into delivery, insight into action, and evidence into sustained improvement; positioning Elevare as a nationally recognised civic Education Group, influencing our work and decision-making, and contributing positively to civic outcomes across our College, Trust and Foundation.

A passion and interest for education policy and making a difference through strategies and campaigns is critical for this role. We are looking for someone who cares deeply about the education sector, understands the public benefit and who can position us reputationally and strategically as system and thought leaders, building on our existing evidence base and research.

What matters most to us is how we lead and how we behave. Our culture is grounded in our STARS and AWESOME Leadership values.

We value people who are ambitious and curious, who are calm under pressure, who bring strong ethical judgement, and who can work at pace while staying true to our communities and purpose to transform lives through the power of learning.

If you are motivated by public impact and you have the authenticity, candour and skills to lead policy and communications at a senior level, working across a large and dynamic civic education group, I would strongly encourage you to apply.

With warmest regards,

Dr Sam Parrett CBE DL
Group CEO



The Role

Location:

Bromley/Orpington (with regular travel across Group sites)

Hours:

Full-time 37 Hours a week

Salary:

Up to £75,000

Department:

Group CEO Office

Reporting to:

Group Chief of Staff & Group Chief Governance Officer

What you will do

Working closely with the Group CEO and Executive Leadership Team, you will lead the development and delivery of Elevare's long-term strategy, translating national and local policy into clear, mission-led opportunities across the Group.

Based in the Chief Executive's Office, you will shape and amplify Elevare's civic narrative and reputation, producing compelling reports and impact statements that clearly demonstrate our performance and transformational impact across the communities served by the College, Trust and Foundation.

This is a pivotal leadership role responsible for driving strategy and strategic planning, research, policy, performance and impact. You will embed evidence-informed decision-making and a culture of measurable impact, innovation and transformation to demonstrate continuous improvement.

You will bring fresh thinking and innovation while remaining grounded in our values and aligned to national education and skills priorities. Acting as a trusted adviser, you will turn vision into delivery, insight into action, and evidence into sustained improvement, positioning Elevare as a nationally recognised civic education group.

We are looking for someone with a genuine passion for education and public impact, who can shape strategy, influence thinking, and strengthen our reputation as a system and thought leader in the sector and beyond. The role ensures the Group is future-focused, research-led and able to clearly demonstrate its social, economic and educational impact across the College, Trust and Foundation

About You - what we're looking for

A senior leader role who will be responsible for enhancing Elevare's national reputation and influence, leading strategy, impact reporting, policy and research, while driving delivery of the Group Strategy and PMO programmes through effective change, risk management and Board and Executive support.

You will have:

- Proven senior leadership experience in strategy, research, policy and impact.
- Track record of leading organisational strategy, transformation and change.
- Exceptional written and oral communication skills, with the ability to translate complex strategic, research and performance information into clear, concise and compelling narratives and presentations, tailored to a range of audiences.
- Strong analytical and problem-solving skills, with the ability to turn insight into action.
- Experience of education policy, horizon scanning and identifying strategic opportunities.
- Expertise in impact measurement, evaluation and performance frameworks.
- Strong understanding of the education, skills or civic sector.
- Experience working with Boards, executive teams and external partners.
- Strong programme leadership and organisational planning capability.
- Ability to lead, develop and inspire high-performing teams
- Values-driven, with a commitment to equality of opportunity and social mobility.

Closing date for applications:

9 June 2026

Interview date(s):

w/c 15 or 22 June

Key Accountabilities

The postholder will play a pivotal leadership role in shaping and amplifying Elevare's strategy and reputation across the education, skills and place-based reform landscape.

The postholder will lead the development and delivery of an annual strategy and impact report demonstrating the significant role the Group and Group Organisations play as place-based and civic institutions, using both unique and existing, transformative and innovative strategies to demonstrate social and economic impact.

This role will support the continued development and progress of the Group PMO strategic projects, successfully delivering the Group Strategy and organisational objectives by 2030.

Central to this role is supporting the Group CEO and Executive and Senior leaders in managing transformational change through proactive, pioneering and positive strategic and policy developments and alongside building on our innovative approach to research and impact and performance metrics.

Strategic Leadership

- Support and lead on the development, implementation and review of the Group's strategic plan.
- Provide strategic intelligence, insight and analysis to support Executive Leaders and Board decision-making.
- Identify emerging policy, demographic, economic and sector trends affecting education, skills and civic institutions and lead on strategic review areas.
- Support organisational transformation, growth initiatives and strategic partnerships.
- Support and lead on institutional planning cycles, strategic KPIs and organisational performance frameworks.

Impact and Evaluation

- Design and embed a comprehensive impact measurement framework across the Group.
- Lead evaluation methodologies for educational, civic and community programmes.
- Ensure the organisation can evidence measurable outcomes against strategic objectives and funding requirements.
- Oversee impact reporting for stakeholders, regulators, partners and funders.
- Lead on the further development of social impact, economic values and civic impact metrics aligned to both national government policy and priorities and regional needs

Communication, Briefing and Executive Reporting

- Demonstrate exceptional written and oral communication skills, with the ability to both translate complex strategic, research and performance information into clear, concise and compelling narratives tailored to a range of audiences and to adapt communication styles and format.
- Producing high-quality written briefings, reports and papers for the Group CEO, Boards and Executive Leadership Team, ensuring they are clear, evidence-informed, and support effective decision-making.
- Preparing and delivering professional presentations to senior leaders, Boards, and external stakeholders, conveying complex insights with clarity, confidence and impact.
- Synthesising data, research and strategic insight into accessible executive summaries and strategic recommendations. Providing a clear narrative alongside quantitative data, enabling stakeholders to understand performance, impact and priorities
- Supporting the development of Board reports, impact reports, policy papers and strategic documentation, ensuring alignment with organisational priorities and regulatory expectations.
- Ensuring all communications reflect the Group's values, are accurate, timely and professionally presented, and contribute to Elevare's reputation as a leading civic education group.

Research and Insight

- Develop and oversee a high-quality institutional research and insight function.
- Support and lead on research relating to education, social mobility, regional growth, skills and public impact.
- Build robust data intelligence systems to support evidence-based strategy and operational effectiveness.
- Produce high-level briefing papers, reports and strategic recommendations for the Group CEO and Executive Leadership Team.
- Support and lead on the development of external thought leadership publications and sector-facing insights.
- Design or oversee research projects that inform strategy, improvement and sector policy influence.
- Build partnerships with research bodies, universities and sector organisations to strengthen credibility and learning.

Governance Assurance & Performance

- Oversee the development of KPIs, dashboards and performance reporting that provide clear, decision-ready insight to the Group CEO and Executive Leadership team.
- Support and assist in the evaluation of the Group Strategic PMO projects, initiatives and interventions, ensuring outputs and impact is systematically captured and applied.
- Embed a culture of evidence-informed practice, transformational change, continuous improvement and constructive challenge.
- Work closely with education, curriculum and operational and service leaders to translate insight into tangible improvement in quality, outcomes and experience.
- Lead institutional performance monitoring and reporting processes.
- Ensure organisational strategies align with regulatory expectations and sector best practice.
- Develop frameworks for accountability, organisational effectiveness and continuous improvement.
- Support the Group CEO and Executive Leadership Team in providing governance, risk and strategic assurance to the Boards.

Partnerships and External Engagement

- Build strong relationships with universities, employers, civic institutions, policymakers and funding bodies.
- Represent Elevare at conferences, networks and sector forums.
- Position the Group as a recognised voice in civic education, skills and social impact.
- Develop collaborative research and innovation partnerships.
- Support integration and collaboration across College, Trust and Foundation, reducing duplication and maximising collective impact.

Leadership and Culture

All organisations within the Elevare Civic Education Group are committed to advancing the shared ambitions of the Group. Executive and Senior Leaders are unrelenting in their commitment to excellence for the benefit of pupils, staff, partners, and stakeholders. This requires Senior Leaders and Managers who have:

- Collaborative, partnership-focused leadership.
- Strong ethical judgement and integrity and an evidenced commitment to integrity, honesty, and openness in working practices.
- Strategic curiosity and evidence-informed decision making.
- Pace, adaptability and resilience in a dynamic policy environment.
- Commitment to inclusion, social value and public benefit.
- Unwavering in their commitment to quality and standards.
- Courageous and not afraid to innovate and take risks.
- Firmly committed to diversity, inclusion and creating new opportunities for everyone.
- Strong ethical leadership, values and behaviours.
- Commitment to personal development and the CPD of staff.

General

The duties and responsibilities may vary from time to time without changing the level of responsibility. The College, Trust and Foundation are committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment.

What you will have

- Significant senior leadership experience within education, research, public policy, strategy or impact evaluation.
- Demonstrable experience leading organisational strategy, transformation and change programmes.
- Aligned values to Elevare Civic Education Group and our commitment to equality of opportunity and social mobility, and transforming the lives of the communities we serve.
- Strong analytical, problem-solving and research capability with experience in translating insight into action.
- Experience of navigating and horizon scanning education policy and initiatives and translating these into opportunities for our Group Organisations.
- Proven skills in strategic thinking and planning and complex problem-solving on key issues.
- Experience developing impact measurement and evaluation frameworks.
- Excellent understanding of the education, skills or civic sector landscape.
- Excellent written and verbal communication skills
- Outstanding communication and stakeholder engagement skills.
- Strong interpersonal skills and the ability to build relationships and reputation with key stakeholders.
- Experience working with Boards, executive teams and external partners.
- Strong programme leadership and organisational planning skills.
- Experience of working with Executive and Senior Leaders on strategy and research, preferably in an education setting.
- Willingness to study to a higher level of education/professional accreditation.

Qualifications:

	Essential	Desirable
Degree (or equivalent professional qualification) in relevant subject	x	
Doctorate or Masters in relevant subject		x
Project Management experience		x

Knowledge and experience:

Strong understanding of education, skills, public or social impact sectors (schools, FE or adjacent sectors).	x	
Senior leadership experience in strategy, research, performance, evaluation or transformation.	x	
Experience of working in the education and understanding of the wider social agenda		x
Experience of producing accurate and timely management information		x
Experience of operating across complex, multi-organisation environments	x	
Track record of driving organisational improvement and change through evidence and insight	x	

Skills and competencies:

Ambition, drive and enthusiasm to lead and embed a culture strategy and stakeholder engagement and influencing across the organisations	x	
Outstanding written communication skills, able to write detailed and compelling responses for strategic, policy-influencing and PR .	x	
Ability to establish outstanding internal and external working relationships with all levels	x	
Ability to work under pressure to tight deadlines with a high level of accuracy and minimum supervision	x	
Excellent written and oral communication and IT skills (MS Office, Internet)	x	
Ability to identify and solve problems, use initiative, organise and prioritise.	x	
Responsive to change and able to work effectively in a changing environment	x	

Other qualities:

Ability to work as part of a team and make efficient links with other teams and individuals	x	
Ability to communicate with a range of individuals, including senior stakeholders and external organisations.	x	
Application of emotional and cultural intelligence, diplomacy and political skills as appropriate.	x	
A collaborative and supporting personal style, helping to motivate and enthuse colleagues in meeting high standards and delivering client-focused outcomes	x	
Ability and willingness to provide constructive challenge.	x	
A passion for education and its pivotal societal role and a commitment to equality, diversity and inclusion.	x	
Curiosity - always looking to find answers to the key issues affecting the sector		x



Elevare Civic Education Group

Elevare Civic Education Group exists to transform lives through civic-minded education, social mobility, innovation and public impact. Operating across the education spectrum, from early years, primary and secondary education, further education, higher education, skills, employer engagement and community partnerships, the Group is committed to building inclusive educational ecosystems that strengthen communities and regional prosperity.

For more than a decade, we have cultivated our organisational identity and built deep roots in our communities. We have developed a strong reputation, first as a social enterprise and now as a civic organisation to understand, care deeply and make a positive impact on the lived experience of our students, staff, stakeholders and communities.

The organisation is entering a significant phase of strategic growth and seeks an ambitious, pioneering, dynamic, intellectually curious and highly collaborative Group Head of Strategy, Research and Impact to help shape the next chapter of institutional development.

The values and culture already well established across the Group draw on the STARS Framework and our AWESOME Leadership Framework, both of which define expected behaviours within our organisations and use them as the foundation for a shared model of leadership and professional identity across the Group, as well as express a belief in collaboration, accountability, respect and ambition. Our values are described below

Stand Out: We will stand out. We are a good education group with outstanding features. Keen to innovate, we create social value and push the boundaries to achieve more.

Teamwork: We are a team. Together, we get the job done. Together we achieve our goals. It's everyone's job to step in and help.

Accountable: We own our actions. We take responsibility. We are accountable for the decisions we make and how these affect others. We own this.

Respectful: We respect everyone - full stop. Diversity is valued, and we maximise this as a talent and strength.





AWESOME Leadership Framework

Authentic: ‘Be real. Be grounded. Be you.’

Awesome leaders lead from their values, not their titles. They show vulnerability, humanity and courage, modelling integrity in every decision. They remember that authenticity builds trust, and trust builds transformation.

Wholehearted: “Lead with clarity and care.”

Leadership in education is demanding and emotional work. Wholehearted leaders prioritise wellbeing, build trust and create environments where people feel safe, valued and able to perform and grow sustainably.

Empowering: ‘Great leaders don’t create followers - they create other leaders.’

Empowering leaders to trust their teams, give others a voice and celebrate potential.

They lead with inclusion, not instruction, believing that leadership is a shared act, not a solo performance.

Strategic: ‘Purpose with direction.’

Awesome leaders balance heart with head. They connect mission to action, honouring heritage while deliberately innovating for the future. They use insight and evidence to adapt, improve and deliver sustainable progress.

Optimistic: ‘Hope is a leadership strategy.’

Optimistic leaders believe in possibility, even in challenge. They turn ambition into clear priorities, choices and plans. Their confidence is grounded in strategic thinking, helping others move forward with clarity and purpose.

Mission-Led: ‘Heritage gives us our roots. Mission gives us our wings.’

Awesome leaders never lose sight of why they lead. They honour the past while shaping the future - carrying forward the values, traditions and stories that make education sacred work.

Elevating: ‘Legacy is what we lift and sustain.’

Elevating leaders raise people, standards and culture in ways that last. They focus on building excellence, care and purpose that can be carried forward, knowing that meaningful leadership impact continues well beyond the moment and the individual.

Rewards and Benefits

We truly invest in our people. From initial induction through to leadership development, we support colleagues at every stage of their career. This includes teaching qualifications for industry professionals, leadership development programmes and continuous professional development opportunities.

Financial Benefits

-  Very competitive salaries
-  A salary pension scheme for all staff
-  Free annual eye tests for eligible staff
-  Interest-free loans for cycle to work and season ticket loan schemes
-  Reduced staff prices at the College's hair and beauty salons
-  On-site cafés across campuses serving Starbucks Coffee with 'early bird' savings

Professional Benefits

-  A generous annual leave allowance, plus an extended Christmas closure and a dedicated two-week summer break.
-  Excellent Continuous Professional Development, which includes access to in-house college courses
-  Flexible working where appropriate
-  Staff wellbeing initiatives
-  Modern teaching and learning facilities



Application Process

- 1 Apply Online**
We can only accept a fully completed application form, not just a CV. Don't worry, our careers portal will guide you through everything you need to know.
- 2 Shortlisting**
This can take some weeks so please be patient once you have applied and we will get back to you ASAP.
- 3 Interview or Assessment**
This will always include a formal panel interview and then a range of other assessments suitable to the role.
- 4 Offer and Onboarding**
You will be guided through our careers portal with all the steps and information you need to complete for us to meet the safer recruitment guidelines.



Apply now

Find out more and apply online today careers.lsec.ac.uk

Closing date for applications:
9 June 2026

Interview date(s):
w/c 15 or 22 June

