

Associate Director

ImpactEd Consulting

Recruitment Pack
July 2026



A LETTER FROM OUR GROUP DIRECTORS

July 2026

Dear Applicant,

Thank you for your interest in the role at ImpactEd Group.

ImpactEd Consulting exists to bring high-quality, accessible expertise to schools, multi-academy trusts, and purpose-driven organisations, driving impact and sustainability in the system. Over the past few years, the practice has built a strong reputation across strategy, governance, AI, people and culture, and fundraising and philanthropy. Our partners include education system leaders and some of the most forward-thinking organisations in the sector, and they return to us because they trust us to help them to unpick the knottiest of challenges.

This role is about supporting the next phase of growth and development for our Consulting practice, delivering high-quality work for our system partners and building reputation to drive recommissioning. In this role we are looking for someone who can deliver senior consultancy support, be nimble and responsive to partner need and help position ImpactEd Consulting as the first port of call for education leaders who want to make a lasting difference.

We are an employee-owned social enterprise, and that matters to us. Our culture is one of shared ownership and a deep commitment to our mission for the sector. We invest in our people, we take professional development seriously, and we try to be the kind of organisation we would want to work for. We hope the benefits and working practices reflected in this pack give you a sense of that.

If this sounds like the right opportunity for you, we would love to hear from you.

With best wishes,



Jonny



Chris



Elin

Jonny, Chris and Elin

Group Directors, ImpactEd Group

JOB DESCRIPTION

Associate Director - ImpactEd Consulting

Reports to	Practice Director (Business Development and Delivery)
Role level	Expected earnings of £59,303–£63,468 (base salary: £59,303) with opportunities for performance related pay and annual profit share, dependent on company performance.
Contract	Full time, permanent
Benefits	We have a generous employee benefits package that aims to ensure colleagues feel trusted, feel ownership of our business, are connected to one another and can be personally and professionally fulfilled. This includes flexible working, profit share, regular training, individual professional development budget, leave allowance and access to mental health support.
Based	Our Head Office is in London, and we have satellite offices in Leeds and Lincolnshire, but our team work from across the country; we are happy to support remote, hybrid or office-based working. For this role we anticipate attendance at partner and sector events and three in-person offsites per year.
Apply	Please apply here by answering 3 work-based scenario questions and share your CV with elin.dezoete@impactedgroup.uk .
Deadline	Sunday 26th July 2026 23:59

The Organisation

ImpactEd Group supports education and purpose-driven organisations to maximise and realise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable. Drawing on our domain expertise and technical skills in these areas, ImpactEd Group aims to be the first port of call for leaders across the education ecosystem.

This role exists as a senior practitioner in ImpactEd Consulting. ImpactEd Consulting (IEC) supports school groups, education organisations and government agencies in the following specialist areas:

- Strategy, governance and strategic projects
- Data and AI advisory
- People and culture
- Fundraising and philanthropy

Partners include the Education Endowment Foundation (EEF), the Department for Education, Oasis Community Learning, Careers and Enterprise Company, Outwood Grange Academies Trust, The Economist Educational Foundation, Star Academies, Get Further, Reach Foundation and more.

The Opportunity

As our Consulting Practice matures, we are seeking to recruit an exceptional Associate Director(s) to lead partner relationships, shape the work of the practice and deliver high quality, value-driven solutions. You will be responsible for scoping and leading client engagements, managing and planning project delivery across diverse areas and personnel, and contributing to commercial management and business development. You will work closely with the practice and Group leadership to ensure the highest standards of service delivery.

Our client work is dynamic, varied, and offers the chance to address complex challenges in well-known purpose-driven organisations. This role is ideal for someone seeking a challenging and varied position within a mission-focused consultancy, with clear pathways for progression as the practice continues to expand.



LEADERSHIP RESPONSIBILITIES

Client engagement and delivery	• Design and lead partnerships and consultancy projects, working closely with clients to diagnose challenges by building a thorough understanding of their goals, strategies, culture, and organisation. • Develop tailored solutions by partnering effectively with clients to create coherent, relevant interventions that deliver successful outcomes. • Plan and oversee project delivery across the practice, ensuring high-quality outcomes that meet or exceed client expectations, delivered efficiently within budget • Commission and manage associates and technical consultants to ensure seamless project execution. • Build and maintain strong, long-term client relationships, acting as a trusted advisor.
Business development and growth	• Identify and develop new business opportunities and expand existing relationships. • Lead proposal writing, resource planning, and partner negotiation to secure new clients and partnerships. • Stay informed about trends and opportunities within the education and charity sectors, helping ImpactEd Consulting stay ahead of the curve. • Hold a business development target and be responsible for the commercial performance within this target, supported by our ownership awards. • Contribute to the IEC commercial pipeline, participate in the weekly commercial meeting and engage with MI reporting.
Operational and financial management	• Plan and manage project delivery within agreed timelines and budgets, ensuring efficient use of resources and technology • Track key project metrics and client satisfaction, providing regular commercial updates • Contribute to financial management processes, including budgeting and forecasting for client projects and commissioning and managing of associates • Contribute productively to weekly commercial meetings, sharing key management information on pipeline health and renewals.
Practice and Group development	• Work closely with the rest of the practice and wider Group to contribute to IEG's development. • Help shape the consultancy's service offerings to ensure they meet client needs and reflect sector and technological developments. • Contribute to commercial meetings • Participate in ImpactEd Group's residentials and training programmes. • Contribute to performance review processes and the setting of group objectives.

Desired Skills and Attributes:

We expect the successful candidate to demonstrate the following skills and attributes:

Values alignment: You will show alignment with ImpactEd Group's values and the ability to demonstrate them in your work. Our values are:



We meet people where they are

We bring support directly to our partners and colleagues. What this means varies, but we will always try to deeply appreciate their needs and adapt to their circumstances.

This type of listening isn't easy because we don't simply 'nod along'. Instead, we use our knowledge and genuine curiosity to explore the context, recognising that it is sometimes best to do this face-to-face. This means we consistently present solutions which are genuinely appropriate, whether we are assisting a colleague or supporting a partner.

While we have our own principles and high standards, this readiness to engage acknowledges that our partners and colleagues come with different experiences, priorities and pre-occupations. So, we start by seeking to understand, extending the most generous interpretation possible to their words and actions.



We are radiators

We bring warmth and energy, relentlessly focusing on what is good and what is possible. We are happy to devote time to bringing out the best in those we work with by offering encouragement, supporting development and sharing opportunities.

Whilst we always take the time to understand the nature of the challenges we face, our positivity is generated by a preference for talking about solutions, rather than obsessing over problems. At times, this may seem naive, but we always believe that there is something worth trying.

This isn't about forced optimism, nor is it about avoiding difficult conversations. Instead, it is about calmly steering engagements – with our colleagues and partners – to resolution. We try to find joy in the camaraderie that comes from delivering complex work as part of a multi-talented co-operative. In pursuit of this goal, we are capable of laughing at ourselves and the situations we find ourselves in.



We own the next step

We take responsibility for keeping things moving. So: we send the calendar invite, we take a lead on co-ordinating activities, we take the notes, and we handle logistics proactively and positively. Everyone in the organisation, no matter their role, takes ownership of the tasks – big and small – that drive progress. This keeps us nimble.

This is important for our partners because we know how hard it can be to get things done on behalf of the young people we work to support. This bias to action can be tiring, but we believe that our ability to act quickly and precisely marks us out.

Within ImpactEd Group, this shared and active ownership of progress is part of a broader commitment, whereby everyone has a personal stake in the successes and failures of our enterprise.



Partnership management: Modelling of excellence in partnership shaping and management, particularly on proactive driving of partnerships forward, scope management and stakeholder engagement. You will be the first port of call for our partners and ensure that our projects and high quality and always adding value.

Sales and scope design: Leadership of business development for consultancy engagements to support high-complexity partnerships and support our partners to deliver against their knottiest challenges.

Proposition development: Understanding of our sector and ability to combine that with our offers as a practice to create propositions that can drive partnership and business development opportunities.

Reporting and improvement: Ability to listen to and synthesise partner needs to tailor advice and guidance, quality assure others' outputs, and help partners take action off the back of our work.

Why Us?

As well as a commitment to the organisations we work with, we have a commitment to our people and developing the next generation of leaders within the social enterprise, education and evaluation sectors.

Our employee experience is organised around four themes:

- ▶ **Trust:** we support hybrid working, provide flexible hours, and provide responsive management.
- ▶ **Shared ownership:** we are an employee-owned organisation, governed by an Employee Ownership Trust, which acts in the interest of the employees and the mission. We run the business with high levels of trust and transparency and aim to share the benefits of employee ownership with our colleagues and as a beacon to the wider sector.
- ▶ **Connection:** we pay for your travel, provide termly company offsites, support informal clubs and societies, and provide opportunities for in-person and digital connection between colleagues.
- ▶ **Health and fulfilment:** we have an extensive professional development programme, provide an annual books and development budget allowance and offer 3 days of CPD leave per year in addition to annual leave. We offer all employees access to a MediCash plan and wellbeing advice, including free therapist support.



IMPACT AND SUSTAINABILITY

IMPACTED GROUP, 2024-2029

Our Mission

ImpactEd Group supports education and purpose-driven organisations to maximise and realise their potential. We do this by helping our partners to be consistently impactful and operationally sustainable.

Our Strategy

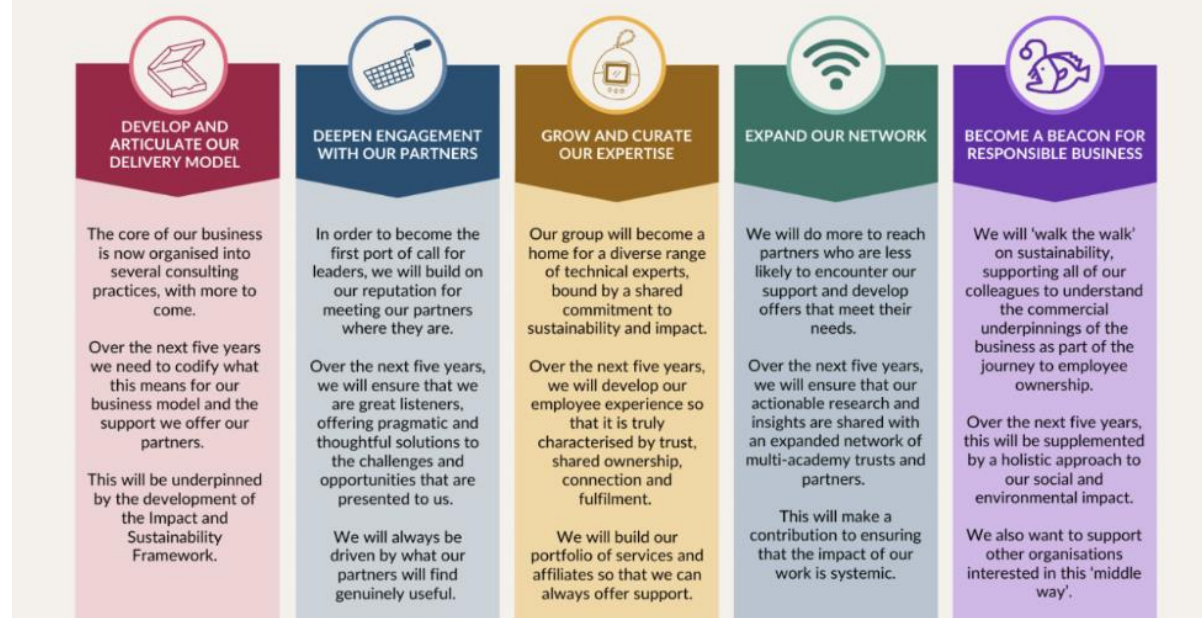
Over the next five years, we will become the first port of call for education leaders who want their organisations to be impactful and sustainable.

Our Organisation

ImpactEd Group provides advice and guidance, project delivery, capacity building and technical expertise relating to the unique demands of running an education and purpose-driven organisation.

OUR STRATEGIC GOALS 2024-2029

THE THINGS WE NEED TO CHANGE IN ORDER TO
REALISE OUR MISSION AND OUR STRATEGY



A SELECTION OF OUR PARTNERS



Further Information

Please apply here by [answering three short questions](#) and share your CV with elin.dezoete@impactedgroup.uk.

We encourage applications from all backgrounds, communities and industries, and are committed to employing a team that has diverse skills, experiences and abilities.

recruitment@impactedgroup.uk