JOB ADVERTISEMENT

SENIOR MANAGER – EARLY ENGAGEMENT

Employment Type: Full time, Contract (Parental leave cover) until 23 November 2024

Location: National

Teach For Australia would like to acknowledge the many Traditional Custodians of the lands throughout Australia. We pay our respects to their Elders past, present and emerging, for they hold the memories, the traditions, the culture and hopes of Australia’s first peoples.

- Opportunity to work with an engaged community of educators - working to close the education gap
- Flexible work practices, including the option to work from home
- Allowance and time off work for professional development
- Join us in our commitment and vision for Reconciliation, in a space where we learn and grow together

About Teach For Australia

Our vision is an Australia where education gives every child, regardless of background, greater choice for their future. The mission is to grow a community of leaders committed to equity for children and young people, by recruiting and developing exceptional people to teach and lead across Australian schools

About the Position

Help us to build our largest pipeline of early talent leads passionate about making a change in educational inequity.

About You

- At least five years relevant experience in a similar, dynamic working environment
- Experience building strategic business to business (B2B) relationships, including universities and industry bodies.
- Experience in building and nurturing pipeline of early talent. Team leadership experience

Teach For Australia encourages applicants of all backgrounds to apply.

How to Apply

For an opportunity to take your place in this life-changing organisation please Apply here, by 12pm Wednesday, 16 August 2023.

All enquiries can be directed to jobs@teachforaustralia.org. Please note that you must have the appropriate right to work in Australia in order to be eligible for this role. Successful candidates will be required to undertake a National Police Clearance, and obtain a valid Working With Children Check. For more information about Teach For Australia and its impact on educational disadvantage, please visit https://teachforaustralia.org/.
JOB DESCRIPTION

Role Title: Senior Manager – Early Engagement

Function: Marketing

Financial Accountability: Up to $100K (approx)

Reports To: Senior Manager, Brand, Sponsorship & Events

People Management: CBAs – from 5-10 first level (direct) and 2 direct reports
0 second level (indirect)

Role Purpose

Help us to build our largest pipeline of early talent leads passionate about making a change in educational inequity. This is assisted by leading a team of casual Campus Brand Ambassadors (CBAs) nationally, and coach and build their skills and expertise to source, compel and support talented and diverse individuals to apply to Teach For Australia’s Leadership Development Program. It is also responsible for developing experiences across segments to grow brand awareness and awareness of our product offerings (predominantly the Leadership Development Program).

Qualifications and Experience

Essential

• At least five years relevant experience in a similar, dynamic working environment
• Experience building strategic business to business (B2B) relationships, including universities and industry bodies.
• Experience in building and nurturing pipeline of early talent. Team leadership experience

Desirable

• A bachelor’s degree in any discipline
• Business-to-business and business-to-customer experience
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Skills, Attributes and Knowledge

Essential

• Demonstrated ability to strategically build a pipeline of early talent.
• Influence, inspire and motivate people to develop meaningful professional relationships with potential recruits and key stakeholders within organisations
• A self-motivated and entrepreneurial individual with a guiding presence
• Passion for the TFA vision, and a strong personal alignment with our core values
• Exceptional communication skills, both written and verbal (including strong presentation skills)
• Outstanding interpersonal skills that model TFA’s values and ways of working
• Demonstrated experience sponsoring and/or leading various projects to meet operational and strategic organisational goals and objectives – consistently using data to track progress against targets and course correct where needed
• Demonstrated tenacity and resilience in tracking and leveraging key relationships to achieve targets
• A proven aptitude to working ambiguously and within a growing organisation
• Appetite to further extend leadership capabilities within role
• Proven work ethic including an orientation to work efficiently and effectively
• Willingness to participate in work related travel up to 30% over the course of the year
Primary Accountabilities

Attraction, Selection and Associate Engagement

- Developing strategic plans to build lead generation across existing segments whilst pursuing new segment opportunities
- Developing lead scoring framework to ensure leads are prioritised
- Build and deliver customer experiences across segments and markets, identifying opportunities for engagement with various audiences
- Graduate segment:
  - Executing region and university-specific plans (in alignment with broader segment attraction strategy) to meet ambitious application and hire targets
- Career changers segment:
  - Executing regional plans (in alignment with broader segment attraction strategy) to meet ambitious application and hire targets
- Actively identifying and meeting with the most outstanding early talent, successfully influencing them to apply for the program
- Using sound judgement in executing assessor and associated duties as part of the Associate selection process, where appropriate.

Stakeholder Management and Strategic Thinking

- Building, maintaining, and leveraging relationships with a variety of stakeholders to increase brand awareness and application numbers from within our target markets
- Analysing campaign data to identify trends and opportunities by tracking all activity in Salesforce (constituent management platform), regularly reviewing progress towards goals, and course correcting where necessary
- Working with Marketing and Recruitment Managers to ensure early talent sourcing needs meet selection criteria and organisational targets.

Team Management

- Recruiting and Managing Campus Brand Ambassadors
- Lead through TFA values with a focus on promoting high performance and organisational success.
Our Values

Serve the Students
Everyone at TFA works in service of our vision for children and young people: an Australia where education gives every child, regardless of background, greater choice for their future. Our partnerships – with teachers and leaders in schools and across communities, organisations and systems – is in service of making their future fairer and brighter.

Have High Expectations
Having high expectations – for ourselves, of others, and of what should be possible for students – is essential. The students we serve deserve no less. This does not mean setting unrealistic expectations that cannot be met, however this does mean having a sense of possibility and being motivated by a bold ambition.

Make It Happen
To best serve students and their futures, we know there is a lot of work to be done. Not all of it will be straightforward. We act with deliberate intent. ‘Hope is not a strategy’; we use data, creativity and the wisdom of experience to plan then execute. Our work is a marathon not a sprint, so we pace ourselves, working hard and smart.

Get There Together
We have a big vision and mission. We can’t – and won’t – achieve it on our own. Authentic, mutually reciprocal relationships come first. We know that relationships – with students, colleagues, the TFA community, and countless others involved in this work – underpin everything else. Through trusting relationships, we can harness the power of collaboration and foster a collective sense of belonging.

Celebrate Along the Way
We find joy and possibility in the big vision of what could be. We celebrate the strength and uniqueness of every student, and those who work in service of them. To sustain ourselves, we strive to laugh often and celebrate the small wins along the way. We believe in acknowledging contributions, recognising how far we have come by leveraging our strengths, and working with gratitude, humour and a bit of fun to keep us motivated for the journey ahead.