

Job description

Job title:	Employer Partnerships Lead
Responsible to:	Director of Apprenticeships
Responsible for:	N/A
Location:	Remote / National (with travel as required)
Hours of work:	37 hours per week
Salary:	£35,000 - £45,000

Overview of the role:

As an Employer Partnership Lead, you will play a pivotal role in identifying growth opportunities and cultivating high-impact relationships with strategic partners. In this position, you will have the unique opportunity to shape and drive employer engagement in the MAT sector within a fast-growing Training Provider at Lift Schools.

You will report directly to the Director of Apprenticeships and serve as a member of the Senior Management Team (SMT). This role is ideally suited to professionals with a background in business development or employer-facing roles who want to move into a more commercial, consultative environment. You will work both internally with Lift's 58 schools and externally with schools, MATs, and educational sector employers nationwide, ensuring our apprenticeship programmes are strategically aligned with the English educational landscape.

This role contributes to Lift Schools' mission of ensuring that **every** child receives an **excellent** education in **every** classroom, **every** day.

Responsibilities:

Why Lift Schools Apprenticeships?

- **Sector-Led Excellence:** We are a fast-growing Training Provider with a dedicated focus on delivering high-quality apprenticeship provision specifically for the education sector.
- **'By MATs, For MATs':** We are built by education leaders for education leaders. Co-designed and co-taught by senior leaders within Lift Schools, we understand the specific challenges schools face because we are part of the same ecosystem.
- **Outstanding Foundations:** We are proud to be Ofsted 'Good' with 'Outstanding' features, maintaining Qualification Achievement Rates (QARs) significantly above the sector average and having a real focus on quality.
- **Unique Culture:** Experience an SME culture—characterised by agility, pace, and innovation—while benefiting from the robust backing and resources of one of England's largest and most dynamic Multi-Academy Trusts.
- **Opportunity to Grow your Career:** This is the first of this type of appointment within Lift. You will have the opportunity to make this role your own. There will be further scope for growth as the provision expands

Key Responsibilities:

New Business Development

- **Consultative Outreach:** Proactively engage with leaders across MATs and schools to identify workforce gaps and present our apprenticeship standards as a strategic solution.
- **Relationship Cultivation:** Navigate complex decision-making structures within the education sector to build deep-rooted, long-term partnerships.
- **Proposal Design:** Create and deliver partnership proposals that articulate the value of our curriculum and the strategic utilisation of the Growth and Skills Levy.
- **Internal Growth:** Act as a strategic partner to Lift's 58 internal schools, ensuring they are maximising the benefits of the apprenticeships.
- **Growth Strategy:** With the SMT, develop and execute a 3-year growth strategy to diversify the partner portfolio beyond the current network."

Pipeline Management & Reporting

- **Data Integrity:** Manage the engagement pipeline with precision, utilising Google Workspace and PICS (Apprenticeship Management System) to ensure transparency for the SMT.
- **Application processing:** Ensure that applicant eligibility checks are accurate and compliant before being submitted to the Onboarding Team.
- **Analytical Insights:** Provide regular updates on activity levels, conversion trends, and projected learner starts to inform long-term growth strategy.

Market Engagement & Intelligence

- **Subject Matter Expertise:** Utilise your experience in education to provide credible, expert advice to prospective partners.
- **Policy Monitoring:** Stay current on apprenticeship funding rules and apprenticeship standards to ensure our commercial strategy remains competitive and compliant.
- **Brand Advocacy:** Represent Lift Schools at regional and national conferences, meetings and educational forums.
- **Development of new Standards:** Liaise with the Curriculum Team to provide 'market-led' feedback for the development of new apprenticeship standards.

Performance & Continuous Improvement

- **Quality & Compliance Focus:** Ensure all engagement activity is underpinned by a profound understanding of apprenticeship quality, aligning with Ofsted and Gatsby frameworks.
- **Provision Evolution:** Actively contribute to a fast-growing and dynamic provision, identifying ways to refine the "employer journey" and improve service delivery.

What Success Looks Like

- **Strategic Influence:** As an SMT member, you provide a vital commercial and market lens that helps steer the Apprenticeship Venture.
- **Sustainable Growth:** A robust, high-quality pipeline that delivers consistent results while maintaining sector-leading quality and compliance.

Other clauses:

1. The above responsibilities are subject to the general duties and responsibilities contained in the Statement of Teachers' Pay and Conditions / Statement of Conditions of Employment central team. The postholder is expected to work to the best of their ability, to be diligent, honest and ethical in the performance of duties, and to conduct personal and professional life to the highest standard such that public confidence in their integrity is sustained.
2. This job description does not form part of the contract of employment and is not a comprehensive definition of the post. The duties of this post may vary from time to time according to the needs of the school/Trust following consultation with the job holder. It will be reviewed periodically.
3. The postholder is expected to participate and engage with workplace learning and development opportunities to continually improve their own performance.
4. The postholder may deal with sensitive material and should maintain confidentiality in all school related matters as set out in their statement of terms and condition of employment.
5. Information about how and why we collect your data can be found in the "Lift Schools Privacy Notice for Staff" which you are required to comply with.
6. You are expected to take reasonable care of your own health and safety and to be mindful of the safety of others, to cooperate with instructions, to minimise and mitigate potential hazards and risks to others, and to appropriately report hazards, illnesses, or injuries in accordance with our Health & Safety Policy.

Safeguarding:

At Lift Schools we are committed to ensuring the highest levels of safeguarding and promoting the welfare of our students, and we expect all our colleagues and volunteers to share this commitment. We adopt a strong, fair, and consistent recruitment process which is in line with Keeping Children Safe in Education guidance. This includes online checks for shortlisted candidates. All offers of employment are subject to an Enhanced DBS check, references, and where applicable, a prohibition from teaching check, and you are required to complete them and advise us immediately should you subsequently be convicted of an offence.

Equality, equity, diversity and inclusion:

At Lift Schools, we want all of our colleagues to feel included bringing their passion, creativity, and individuality to work. We value all cultures, backgrounds, and experiences, and we truly believe that diversity drives innovation.

Person specification

Qualifications and experience

Essential

- L2 qualifications - GCSE Maths and English (Grade 4) or equivalent.

Desirable

- L3 qualifications - A levels or equivalent.
- L6 qualifications - bachelor's degree or equivalent.
- L7 qualifications - master's degree or equivalent.

Knowledge and skills

Essential

- **Apprenticeship Background:** Recent experience working within an **employer-facing apprenticeship environment (e.g., Training Provider, FE College, or HEI).**

Desirable

- IT literacy with Google Workspace.
- **MAT & Schools Expertise:** Direct experience of working with MATS and schools.

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| <ul style="list-style-type: none"> ● Quality & Commercial Insight: A solid grasp of apprenticeship quality standards and the commercial mechanics of the Growth and Skills Levy. ● Transferable Success: Proven success in Business Development or Employer-Facing roles with a desire to move into a strategic, consultative position. | <ul style="list-style-type: none"> ● Sector Depth: A background in the schools sector with an intimate knowledge of the current challenges and opportunities facing educational providers. ● Technical Proficiency: Familiarity with Google systems (Google Workspace), AI applications for business, and PICS. Full training will be provided when in role. ● Network: An existing network of senior-level contacts within the UK MAT sector. |
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Leadership skills

Essential

- N/A

Desirable

- N/A

Personal attributes and behaviours

Essential

- **Exceptional Communication:** A clear communicator who can translate complex funding and quality frameworks into accessible, high-impact business cases.
- **Dynamic & Proactive:** You thrive in a high-growth environment and possess the agility and flexibility
- **Strong Emotional Intelligence (EQ):** The ability to build authentic rapport, navigate sensitive organisational cultures, and adapt your style to diverse stakeholders.

Desirable

- Can reflect thoughtfully and critically on the Project H mindsets, and identify their own strengths and areas for development in these areas. The Project H mindsets are:
 - Share ideas early, often, and honestly
 - Embrace constructive disagreement
 - Value ideas, not ego
 - Be curious and open to new ideas
 - Focus on facts and reason

Special requirements

- Successful candidates will be subject to an enhanced Disclosure and Barring Service Check.
- Right to work in the UK.
- Evidence of a commitment to promoting the welfare and safeguarding of children and young people.
- Show commitment and a forward-thinking approach to drive forward equality, equity, diversity, and inclusion and to own personal development, along with a positive attitude towards legislative developments and the provision of equitable services.