Early Headship Coaching Offer – Coach Job Description

About Us

Who we are, what we do and why

Children from disadvantaged backgrounds don't do as well as their peers at school. We are working to change that by building an education system where every child can thrive, no matter what their background. Our programmes help educators from disadvantaged backgrounds keep getting better. Through our suite of programmes, we're able to support leaders at every stage – from new teachers through to CEOs leading multiple schools.

Our approach, how we do it, how we're different

Our unique, graduate school approach combines the mission-focus of a charity, the academic rigour of a university, and the essential classroom connection of a teaching school. All our programmes are designed to deliver impact on pupils from disadvantaged backgrounds, ensuring they have the same opportunities to succeed as their classmates.

Equality and diversity

As a charity dedicated to professional development, we also want to keep getting better ourselves. We respect diverse backgrounds and expertise, and we support and challenge our staff to do high quality work.

Equality and diversity matter to us. If you think you'd be suited to one of our roles we'd love to hear from you regardless of age, disability status, ethnicity, gender, religion or sexuality.

About our NPQ programmes

National professional qualifications (NPQs) are a national, voluntary suite of qualifications designed to support the professional development of teachers and school leaders. They equip teachers with the expertise to lead sustainable improvement across their schools.

The DfE has reformed the whole training pathway for teachers right across their careers from initial teacher training through to school and trust leadership.

- Initial Teacher Training (ITT) is being reformed for new entrants to the profession
- Early Career Teachers (ECTs), once qualified now have an entitlement to a two-year induction through the Early Career Framework (ECF)
- NPQs have been reformed to support ongoing teacher development right across their careers and include:
    - Leadership NPQs- Senior Leadership (NPQSL), Headship (NPQH), Early Years Leadership (NPQEYL), & Executive Leadership (NPQEL)
    - Specialist NPQs- Leading Teaching (NPQLT), Leading Literacy (NPQLL), Leading Primary Maths (NPQLPM) Leading Teacher Development (NPQLTD) & Leading Behaviour & Culture (NPQLBC)
    - NPQ for SENCOs replaces the NASENCO qualification.

- an Early Headship Coaching Offer (EHCO) attached to the NPQH for those in their first five years of headship provides structured, unassessed face to face support based on the best available evidence about what makes an effective head teacher.

Job Specification

Ensuring we have the best expertise delivering our content is fundamental to the impact we aim to see through our programmes, materials and coaching.

We are recruiting experienced serving Headteachers to join our team to deliver coaching on our new Early Headship Coaching Offer. We are looking for people who have experience of the role they will be coaching on as a vital aspect of the role will be to support participants to work through persistent problems within their roles, drawing upon formal and informal first-hand experience and knowledge.

Person Specification

- Demonstrate your commitment to the mission to improve the education and outcomes of children from disadvantaged backgrounds
- You must be a current serving Headteacher of a Pupil Referral Unit or Alternative Provision within the South West of England.
- You must have at least 5 years of experience in headship
- Have prior experience facilitating content that was not written by yourself
- Have experience working online (for example, via zoom or other online platforms)

Please note: You cannot coach on the EHCO programme and be a participant at the same time.

Commitments

- **Time commitment:** 3 x coaching sessions per year (one to one) interspersed with 3 x shadowing sessions at your school (can be done as a group)
- **Start date:** December 2026
- **Payment:** £500 per participant (inclusive of training with Ambition)
- **Expected numbers:** We would anticipate each coach to take on 3 participants initially (region/matching dependent), which equates to 9 hours of one-to-one coaching and 3 shadowing sessions that can be done as a group.
- **Training:** We would provide training and resources to support you with this work

Cycle 1		Cycle 2		Cycle 3	
Coaching	Shadowing	Coaching	Shadowing	Coaching	Shadowing
7th December 2026 - 29th January 2027	1st February - 12th March	12th April - 28th May	7th June - 2nd July	6th September - 15th October	18th October - 26th November

Other Commitments

You will be required to participate in training and briefing sessions in advance of commencing your work with us. You may also be required to attend training sporadically throughout your period of work as the need arises.

You will also be expected to participate in QA processes as required.

Applications

Please contact us with your CV and a brief overview of your interest/suitability via facilitation@ambition.org.uk. We will review applications on a rolling basis, so we encourage you to apply as early as possible, but no later than 13th November.