



CANDIDATE PACK FOR **CHIEF EXECUTIVE OFFICER**

WELCOME

Dear Candidate,

Thank you for your interest in becoming the new Chief Executive of the Jon Egging Trust (JET).

It is deeply concerning to see the poverty gap in the UK continue to widen as a result of the cost of living crisis. We know that childhood poverty has a profound effect on life chances, with only 23% of pupils in receipt of free school meals earning above minimum wage by the age of 25, according to a 2022 English study. At JET, our mission focuses on giving young people from disadvantaged backgrounds the tools and belief to transition successfully into adult life – we know that that talent is everywhere, but opportunity is not.

This is a pivotal time for us. Our founding CEO, Dr Emma Egging, is stepping down after 12 years. Emma has grown JET into an innovative, robust and well-respected organisation and led the creation and development of our youth engagement programme that delivers high impact to the students from disadvantaged backgrounds who need support the most. Our unique methodology combines long-term social and emotional skills development with access to exceptional STEM workplaces and professional role models, and our programmes are aimed at arming young people with the aspiration, motivation and confidence to succeed, placing JET at the heart of the imperative to break the poverty cycle.

With a staff team of 26 (by the end of August 2024 we will be 32) and 200 volunteers, we are a dynamic organisation driven to achieve excellence. We are therefore looking for our next Chief Executive to lead us forward as we look to continue to evolve and deepen our impact and to take our life-changing programme out to as many young people as possible across the UK.

You need not have been a Chief Executive before; what you will bring is strategic leadership ability, vision, emotional intelligence and a strong belief in and compassion for the young people we support. We are looking to you to grow our impact and deepen our work through meaningful relationships and commercial insight. You will be a collaborative team player, who invests in people to be their best and who nurtures an inclusive high-performance culture. You will be a natural partnership builder and a compelling communicator able to influence and engage senior stakeholders, leverage future opportunities for our continued success and inspire others to join and support our vital work.

A champion of young people and positive change, you will ensure JET continues to deliver outstanding outcomes for young people.

If this opportunity excites you and you believe you have the skills and experience to lead JET into its next chapter of growth and impact, we would love to receive your application.

Best wishes,

Richard Peberdy
Chair

OUR FOUNDING STORY

On 20th August 2011, Flt Lt Jon Egging lost his life whilst completing a display at the Bournemouth Air Festival. He was coming to the end of his first year with the world-famous Royal Air Force Aerobatic Team, the Red Arrows, flying in the position of Red 4.

The Jon Egging Trust realises Jon's dream of inspiring young people through his love of aviation, STEM, teamwork and leadership, helping them to overcome adversity, identify their strengths and work towards achieving their dreams.

ABOUT JET

JET offers long-term support to young people from disadvantaged backgrounds who are struggling to engage at school and have lost focus, confidence and self-belief.

We know that whilst potential is everywhere, opportunity is not. Young people from disadvantaged backgrounds have been disproportionately affected by the Covid-19 pandemic and the cost of living crisis. Even before the pandemic, young people from disadvantaged backgrounds were 40% less likely to go to university and twice as likely to fall out of education than their better-off peers. There is no doubt that young people facing disadvantage and adversity have to fight harder to have the bright futures they deserve.

This is where JET steps in. Inspiration, teamwork, leadership and employability are the pillars that have underpinned our methodology since 2012, and we know that our intensive, early-intervention Blue Skies programmes change lives. Developing young people's social and emotional skills is at the heart of our work to build confidence and aspiration in young people who are disengaging from education and may have few or no positive role models in their lives. Our programmes broaden horizons, encourage young people to safely step out of their comfort zone and support young people to develop the mindset, skills and self-belief needed to re-engage with education, improve their grades and strive for positive futures.

Our methodology, syllabus, robust impact monitoring, talented in-house youth team and our trusted relationships with schools, industry and Ministry of Defence partners allow us to deliver impactful, measurable and positive outcomes for our students. As well as providing vital funding, our partners give JET access to exceptional environments and inspirational people. For example, a session with the RAF will invite young people onto RAF stations, might provide access to the teams responsible for designing, maintaining and flying aircraft, or a session with our corporate partner, NATS, will enable students to work with air traffic controllers and understand the teamwork, leadership and communication skills involved.

We are on track to work with 1,400 Blue Skies students per year by 2025-26, through our three-year programme and we have recently refined our enrolment criteria to ensure that at least 70% of all Blue Skies students are eligible for free school meals; a key marker of poverty in the UK. On the fundraising front, we are the strongest we have ever been, and this year (2023-2024) our predicted income is £1.4m, a year-on-year growth of 53%. But we know that we must drive forward with continued vigour in the coming years if we are to broaden our reach and deepen our impact across the UK.

Since 2021, we have been developing links with the space sector, building on the decade of support we and our students have received from the RAF and our aerospace partners. Taking the same collaborative partnership approach, we have brought together industry, academia, government and the proven expertise of the JET team to help enable key objectives of the National Space Strategy including workforce development, skills progression and levelling up. We are on track for all Blue Skies students to have experienced at least one in-classroom space session linked to teamwork and leadership, and at least one inspirational space workplace visit by the end of the 2024-25 academic year.

OUR VALUES

At JET, teamwork is our magic ingredient; we invest in each other as teammates, support and raise each other up, value every skill and quirk – exactly as we do on our programmes with young people.

You will be joining a people-centred, deeply motivated and uplifting group of colleagues who love and want to make a difference with their work. Young people from disadvantaged backgrounds need our support more than ever, and as CEO your role will be to support and enable the whole JET team to deliver high quality, high impact interventions and to ensure we continually innovate through our military and corporate partnership opportunities. If you're looking to make a difference, this is the place for the you.

You'll be stepping into a well-oiled machine, yet we're eternally excited by fresh thinking and strive for continuous improvement and innovation.



HOW WE WORK

Who: We support young people from disadvantaged backgrounds who are struggling to engage at school. We work with our students for three years, supporting them to build aspiration and self-belief, and to reengage with learning, improve their grades and maximise their potential.

How: Our intensive, long-term Blue Skies programmes support students to build vital social and emotional learning skills (SEL) including teamwork, leadership and communication, in order that they reengage with education and strive for positive futures.

Where: The Jon Egging Trust focuses on students facing adversity and living below the poverty line, and currently operates in partnership with schools across 14 counties of England and Wales.

What: Our in-house youth team supports students to develop confidence, self-worth and vital employability skills. We also harness the power of world-class STEM environments and the professional role models within them to allow students to broaden their horizons, improve their grades and build positive career aspirations. JET currently engages with 56 corporate and military partners across the UK.

Why: We strenuously believe that young people's futures should never be limited by poverty, postcode or adverse childhood experience.

OUR IMPACT

You can learn more about our impact, theory of change and the difference we make to lives of children and young people across the country [here](#).



JOB DESCRIPTION

Job title:	Chief Executive Officer
Reports to:	Chair of the Board of Trustees
Direct reports:	Director of Operations and Finance Director of Communications and Fundraising Director of Impact and Engagement

ROLE PROFILE

There are exciting opportunities and challenges ahead for the incoming Chief Executive. Over the next 2-3 years we are looking for someone to focus on the following key strategic priorities:

Champion an impact-led culture - drive impact and delivery at the core of what we do, ensuring we can continue to grow the evidence base of the correlation between JET programmes and student academic attainment, school engagement and aspiration growth.

Profile and recognition - to continue to widen our supporter base beyond our flagship partnerships, to capitalise on opportunities and resources offered by the wider aviation/STEM sectors and the space sector, and champion our methodology and impact with government and the Department for Education.

Programme and Delivery Model - to ensure a consistent, replicable and scalable delivery model and programme design across all regions that creates further impact and operational efficiencies.

Income Generation - to grow income through repeat funding opportunities and partnerships that combine voluntary donations and commercial/institutional income, to deliver a sustainable business model and year-on-year growth.

Youth Voice - to deliver a strategy which sees young people involved throughout the organisation – from session planning to being part of the Board of Trustees.

Scale - create greater scale organisationally and geographically over time

IN PARTICULAR YOU WILL:

- Provide strategic vision and innovative leadership to the operation and development of JET to achieve the highest standards of performance.
- Act as an ambassador and spokesperson, raising the profile of JET amongst the aviation, space and STEM community, the wider education sector, and our network of partners.
- Manage, lead and develop JET's staff, volunteers and stakeholders. Be confident in leading a remote workforce, model a high level of personal and professional integrity, providing strong and supportive day-to-day leadership.
- Support and develop the long-term financial sustainability of JET, building a strong and sustainable pipeline across multiple income streams, building excellent relationships with key partners and funders.
- Ensure excellent financial management and support outstanding governance of the organisation, reporting to the Board as needed.
- Ensure that the programmes JET provides are safe, effective and relevant to the people it serves.

The CEO will be expected to perform other duties commensurate with the post.

PERSON SPECIFICATION

KNOWLEDGE AND EXPERIENCE

The ideal candidate for this position will have:

- Demonstrable experience of strategic and operational leadership - setting a strategy and turning broad aims and direction into practical plans for delivery.
- Experience of successfully driving an organisation's strategic vision and reputation, utilising your skills of public speaking, advocacy and engagement with diverse, and often hierarchical, audiences.
- Evidence of creating and developing innovative partnerships with a diverse range of stakeholders.
- Track record of success in persuading, influencing and galvanising support (internally and externally) leading change and achieving an impact-led culture.
- A strong track record of leading and developing high-performing multi-disciplinary teams.
- An ability to generate income through fundraising, with direct experience of building high-value alliances.
- Experience of being accountable for a substantial level of organisational income and expenditure and delivery to budget.
- Experience of working with a Board and of developing and maintaining robust governance, including risk strategy and all aspects of financial management.
- Knowledge and understanding of youth work and/or the education sector with a passion for improving the lives of young people.
- An understanding of the importance of championing youth voice within an organisation.

SKILLS, ABILITIES AND BEHAVIOURS

- **A partnership builder** - relationships will be at the heart of your approach. You will demonstrate curiosity and openness to all possibilities and will pay attention and care to all those who can enable our work to flourish.
- **An income generator** - none of this will be possible without the financial support of others. You will engage, inspire and motivate people behind our vision and will leverage opportunities to increase financial as well as in-kind support.
- **An entrepreneurial spirit** - relentlessly ambitious for JET and for young people – seeking out new possibilities and avenues to deepen impact and expand our work.
- **A team builder** - skilled at building organisational culture with sophisticated and emotionally-intelligent people skills and an ability to empower and build trust with colleagues.
- **An energiser** - bringing drive and passion to the organisation – understanding the importance of our work and in placing young people from disadvantaged backgrounds at the heart of what we do.
- **A story-teller** - with strong communication skills who can inspire people internally and externally to achieve greater things.
- **An influencer** - with an ability to influence others, network widely, fundraise, cut through noise and ensure young people from disadvantaged backgrounds are high on the STEM agenda.



TERMS OF APPOINTMENT

SALARY

The salary for this role is £70,000 - £80,000 per annum on a full-time permanent basis. We are open to both experienced chief executives and to those for whom this will be their first CEO role. Salary will be dependent upon experience.

WORKING HOURS

JET is proud to be a flexible working employer, a right we have championed from our very beginnings. We are a fully remote team. Hours may be worked flexibly during the week. Normal JET core working hours are 9am-5pm Monday to Friday.

ANNUAL LEAVE

We offer an enhanced annual leave entitlement. Full-time JET staff receive 25 days annual leave in addition to 8 bank holidays.

JET is also pleased to operate an accrued leave scheme. All staff will accrue one additional day of leave for each complete year served, up to a maximum of 30 days (excluding bank holidays) for 5 complete years' service.

IN ADDITION...

We provide a Special Paid Leave provision to support staff in balancing the demands of domestic and work responsibilities at times of either urgent, unforeseen and/or parental, carer and public service needs. You will be entitled to 5 days of Special leave, at your normal rate of pay, within any period of 52 weeks. And finally, Happy Birthday! We offer all staff an additional day of annual leave to be used on their birthday, or as near as possible to the big day itself.

TRAVEL

Your travel expenses will be reimbursed where necessary.

ORGANISATIONAL SICK PAY

We offer an OSP to employees that have successfully completed their probation period. Once agreed with your line manager that the probation has ended, you will be entitled to receive OSP at your normal rate of pay for a total of four working weeks within any period of 52 weeks, rising to six weeks after two years' service.

PENSION

Eligible staff are auto-enrolled into a pension scheme provided by NEST, in accordance with the pension's auto-enrolment obligations. We feel it is important that our scheme offers an enhanced contribution above the statutory minimum and full details will be provided prior to enrolment, including the right to opt out.

OTHER BENEFITS

- £250 towards the purchase of office equipment such as a chair, desk, lumbar support to help make your homeworking set up as comfortable as possible
- Annual flu jab
- £100 towards the cost of your glasses, whether you are an existing wearer or not

CHILD AND ADULT AT RISK PROTECTION POLICY STATEMENT

The Jon Egging Trust is committed to providing a safe and positive environment for everyone involved in its services and activities. The Trust takes its extended moral and legal duty of care very seriously in relation to children, young people, staff and volunteers. We seek to ensure the safety and wellbeing of all children and to protect them from harm or abuse when they engage in any of our activities.

HOW TO APPLY

We hope you will consider expressing an interest in becoming Jon Egging Trust's next Chief Executive Officer. To make an application, please go to <https://starfishsearch.com/jobs/jet-ceo/> and click on the apply now button, with the following prepared:

- Your CV (no more than three sides).
- A supporting statement (no more than two sides) that sets out:
 - Why you want to be our new CEO. Why does the mission of JET matter to you?
 - What kind of leader you are and how you have developed and nurtured a positive culture at work.
 - How your lived or professional experience will enable you to lead JET with passion, authenticity and integrity.

We would also be grateful if you would also complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Closing date:	Friday 24th May 2024
Preliminary interviews:	End w/c 3rd and very early w/c 10th June 2024
Stakeholder meetings including with the Chair:	End w/c 17th June 2024
First stage panel interviews:	28th June 2024
Second stage panel interviews for final two candidates:	Tbc

