

We are recruiting!

Location
Downham and Cambridge

Start Date
September 2026

Salary
£32,000

Graduate Inclusion Leadership Associate

We are seeking exceptional recent graduates who are motivated by social impact and interested in public sector leadership in the future.

This is a demanding, high-impact role for individuals who combine intellectual ability with empathy, resilience, and the confidence to work directly with young people facing the greatest barriers to success.

About the role

For the majority of the week, you will work face-to-face with students who are hardest to reach - including pupils eligible for Pupil Premium and Free School Meals - focusing on improving both academic outcomes and their broader engagement with school.

You will:

- Build trusted relationships with students and become a go-to adult for those at risk of disengagement;
- Design, deliver and refine initiatives that improve attendance, engagement, confidence and achievement;
- Work closely with school staff to identify barriers to learning and test practical, evidence-informed solutions;
- Use insight from daily frontline work to shape and improve wider inclusion practice.

One day each week, you will step back from frontline delivery to work alongside school and trust leaders, including Heads of School and the Executive Team. During this time, you will:

- Shadow senior leaders and contribute to strategic discussions;
- Learn how system-level decisions are made in a high-performing multi-academy trust;
- Support our trust-wide inclusion and engagement strategy, focused on improving outcomes for the most disadvantaged young people.

About us

We are a top-10 multi-academy trust nationally for student outcomes and are recognised for our sector leadership on inclusion and disadvantage.

We play a leading role in the Department for Education's RISE programme and are actively shaping national thinking on how to support young people most at risk of disengagement. Our work aligns closely with the challenges set out in the Milburn Report on NEETs, and we are committed to remaining at the forefront of tackling this issue at both school and system level.

This role offers a rare opportunity to contribute directly to that work - bringing insight from the frontline into strategic conversations that influence practice beyond individual schools.



Who we're looking for

This role is not about a specific degree or background. We are looking for graduates who demonstrate:

- Strong intellectual capability and the ability to think critically about complex problems;
- Excellent communication skills and the emotional intelligence to build trust with young people;
- Resilience, professionalism, and a commitment to high standards;
- A genuine interest in inequality, education, and future leadership in the public or social sector.

You should expect this role to be **challenging, stretching and deeply rewarding**. It is particularly well suited to those considering future careers in public service, policy, education, or system leadership.

What you'll gain

- Intensive experience working with young people facing the greatest disadvantage
- First-hand exposure to senior leadership and strategic decision-making in a high-performing trust
- The opportunity to shape and influence inclusion work at school, trust and system level
- A strong foundation for future leadership in education or the wider public sector.

