

APRIL 2025

# CHIEF EXECUTIVE OFFICER

**UWS**  
EDUCATE THE FUTURE  
CHANGE THE FUTURE



Certified  
**B**  
Corporation



# WELCOME FROM THE EXECUTIVE CHAIR

Thank you for your interest in becoming the next CEO of United World Schools (UWS).

I joined UWS in 2020, inspired by the mission to transform the lives of marginalised children through a quality education. Since inception UWS has educated over 70,000 children in remote areas of Cambodia, Myanmar, Nepal and Madagascar. We have developed over 320 schools and trained 2,000 teachers via a highly sustainable programme with strong ownership from local communities and governments.

This is an ambitious organisation with an exciting opportunity to accelerate our scale of impact through a new system strengthening partnership in government schools. UWS programmes are low cost and highly scaleable, financed by a diverse

mix of income, for which we are eternally grateful to our many supporters.

All of this is testament to the quality and commitment of our global team of 1,200 people. I am proud that the vast majority of our team are local nationals in our four programme countries, supported by our teams in the UK, US, Germany and Singapore.

This is an exciting time to welcome a new CEO to UWS - to transform the lives of so many more children through the power of education. My team and I look forward to meeting you!



**Peter Taylor**  
Executive Chair, UWS



# WE BELIEVE THAT WHEN YOU EDUCATE THE FUTURE YOU CHANGE THE FUTURE

## UWS' VISION IS A WORLD WITH ZERO EDUCATION POVERTY™

A world in which every child can reach their full potential through education. UWS works to ensure children have access to quality, inclusive education in remote and marginalised communities. We build and run schools, we train teachers and we strengthen education systems.

UWS works in partnership with communities; the public; governments and international institutions; private sector organisations; foundations and philanthropists; and, above all, with children and families to create lasting change.

UWS is a fast-growing NGO with a mission to empower every child in marginalised rural communities to reach their full potential by ensuring foundational learning. With a historical reach since 2008 of working with 70,000 children in 320 communities, UWS today educates 25,000 children in 180 schools, which it has funded and built in Cambodia, Myanmar, Nepal and Madagascar. UWS trains teachers and operates schools until they are ready for transition to local government and communities – to date, 140 schools have been transitioned to serve future generations of children.

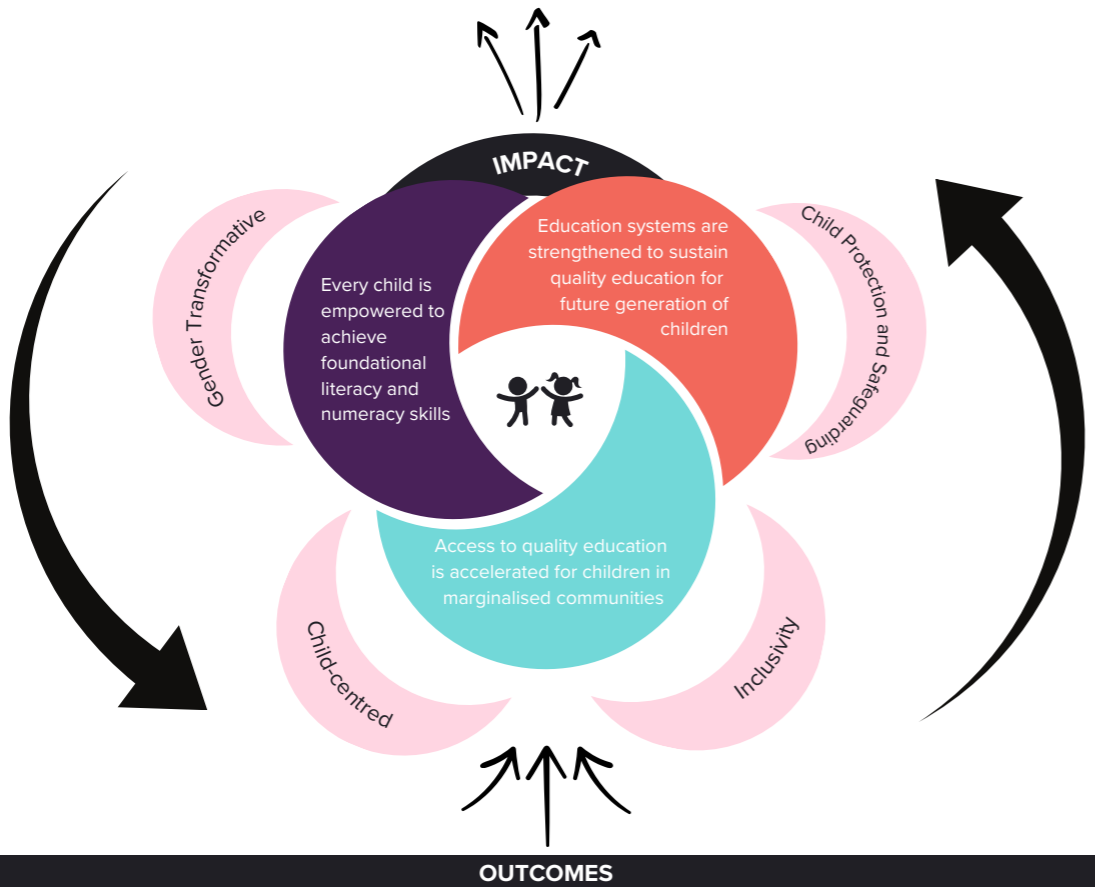
UWS has recently embarked on a new partnership model to improve the quality of education for children in government schools, and is being requested by governments to strengthen education systems at local and national level. UWS is now poised

to scale its impact at pace. The organisation has developed a low-cost model for growth, supported by a diverse and robust income mix. The organisation currently operates on a budget of c. £4.5m and employs 500 people directly, with a further 700 Government teachers working in our schools.

[OUR ANNUAL REPORT →](#)[MORE INFORMATION →](#)







# OUR THEORY OF CHANGE

Zero Education Poverty (ZEP) - a world where every child can reach their full potential through education



OUTCOMES				
<b>Children feel safe and are actively engaged</b> Children, including the most at risk*, feel safe and attend school regularly <small>* gender, disability, age, geographical and socio-economic barriers</small>	<b>Improved teaching quality</b> Teachers are well-trained, and motivated, delivering high-quality, child-centric education	<b>Enhanced learning outcomes</b> Children gain foundational literacy and numeracy skills and develop improved socio-emotional skills	<b>Enhanced local capacity and ownership</b> Strengthened local capacity for school management, fostering community ownership and accountability	<b>Accelerated equitable access to education</b> Children in marginalised communities gain access to quality education through evidence-driven advocacy

INPUTS		
<b>Provide Quality Education</b> <ul style="list-style-type: none"><li>Ensure safe and interactive learning spaces with functional WASH facilities</li><li>Implement high-quality teachers' training in effective child-centered pedagogy</li><li>Implement gender-transformative approaches in education delivery</li><li>Develop strong safeguarding and reporting measures</li></ul>	<b>Build sustainable and inclusive societies</b> <ul style="list-style-type: none"><li>Support proactive collaboration between local communities and government</li><li>Engage communities in school management and development</li><li>Engage Mothers' Groups and Girls' Clubs to promote systemic inclusivity</li><li>Ensure a staggered, sustainable transition of schools</li></ul>	<b>Scaling access pathways</b> <ul style="list-style-type: none"><li>Build schools and engage out-of-school children to provide formal learning pathways</li><li>Partnership with government schools to upscale the achievement of foundational learning outcomes across public education systems</li><li>Advocacy of evidence-based impact to promote the adoption of best practices</li></ul>

CHANGEMAKERS			ASSUMPTIONS
<b>CHILDREN</b> 	<b>TEACHERS</b> 	<b>SMCs</b> 	<ul style="list-style-type: none"><li>Teachers and Staff Commitment: Teachers and staff consistently implement evidence-based practices.</li><li>Community Support: Parents and communities actively engage in education.</li><li>Policy Alignment: Government policies support quality inclusive education.</li></ul>
<b>MOTHERS</b> 	<b>GOVERNMENT</b> 	<b>PARTNERS</b> 	

**"I LOVE MY UWS SCHOOL. IN THE FUTURE, I WOULD LIKE TO BE A TEACHER. I WISH TO SHARE ALL MY KNOWLEDGE AND IDEAS WITH THE NEXT GENERATION."**

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**OUN, UWS STUDENT, CAMBODIA**

# THE ROLE

## ROLE

Chief Executive Officer

## LOCATION

London (Hybrid working, 2 -3 days per week In the office)

## SALARY

Circa £100k

## BENEFITS

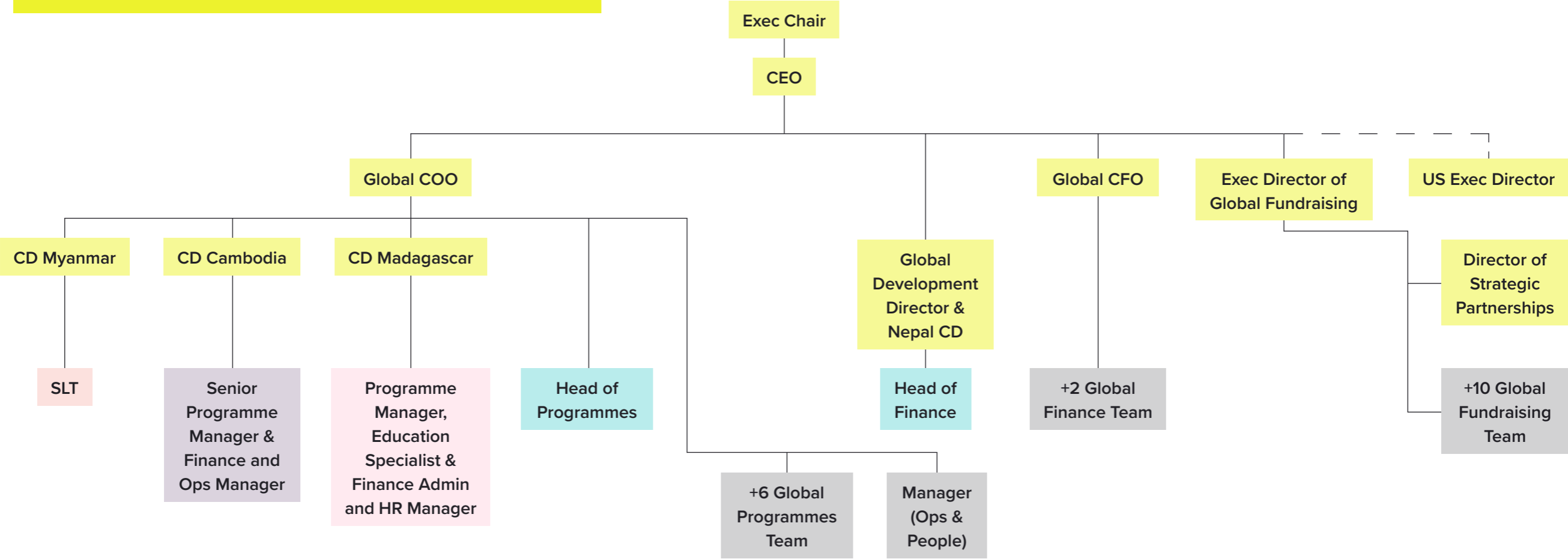
- 25 days AL + UK bank hols
- 2 wellbeing days
- 2 L&D days
- 4% employer contribution to pension
- Cash plan covering dental, optical and more
- Employee Assistance Programme.

## TRAVEL

Ability to travel 8-10 weeks per year to programme countries and other key sector events



# ORGANISATION CHART



Key:

Global Leadership Team

Cambodia SLT

Madagascar SLT

Myanmar SLT

Nepal SLT

## ROLE SUMMARY

The Board is now seeking to appoint a Chief Executive Officer to lead this dynamic and fast-growing NGO into its next phase of impact and growth. This is a compelling opportunity for a strategic, ambitious, and visionary leader with substantial experience in the international development, NGO/ INGO, and institutional sectors. The ideal candidate will bring a strong track record of delivering impact in low-income and culturally diverse settings, coupled with deep, hands-on expertise and lived experience in programme implementation and partnership development. As the public face of the organisation, they will embody the mission of UWS, inspire stakeholders, build profile and drive forward an ambitious strategy for the future.

The successful candidate will be accountable for safeguarding the financial and operational health of the organisation, ensuring it is supported by strong internal systems, effective governance, and rigorous controls. Working closely with a highly committed board, they will bring a deep understanding of leading diverse, multi-location teams internationally, building organisational capacity, and navigating the complexities of scaling impact while maintaining high standards of compliance and operational excellence. While experience in the education sector is advantageous, it is not essential.

This is a unique opportunity to take the helm of a high-impact NGO at a transformative moment, shaping its future direction towards a vision of Zero Education Poverty.





# ROLE RESPONSIBILITIES

Specific responsibilities include:

## LEADERSHIP AND STRATEGIC DIRECTION

- Strategic group leadership focused on strengthening global and in-country teams through capacity building, while providing visible, clear, and accessible leadership across all areas of the organisation.
- Sharing ownership of the Strategic Plan, in close consultation with the Board, and leadership of its execution and ongoing development in a way that gives the organisation a strong sense of direction and focus.
- Advising and informing the Board, so that it can take timely and well-informed decisions on key strategic issues, including those relating to its financial, legal and statutory duties.

## STAKEHOLDER ENGAGEMENT, MANAGEMENT AND RESOURCE MOBILISATION

- Building UWS' profile and reach with donors and other key partners and stakeholders
- Engaging with diverse partners, from local communities, governments to global institutions, to advance children's rights and well-being.

- Representing and promoting UWS externally through attendance at, and participation in, key events and fora, and through building UWS' media profile.
- Acting in partnership with the fundraising teams, playing a supportive role in the execution of the fundraising strategy.

## MANAGEMENT OF RESOURCES

- Developing, mentoring and coaching key members of staff, ensuring that they have clearly defined roles with appropriate objectives, monitored by rigorous performance management processes.
- Accountability for managing the financial and operational activities of the organisation, ensuring robust internal processes and controls and risk management.
- Ensuring that UWS' approach to issues such as Human Resources, Health and Safety, Safeguarding, Procurement, Tax, and Facilities Management are in line with regulatory and statutory requirements and continually improving in accordance with best practice.
- Championing innovative approaches, bringing challenge to the status quo to fulfil the charity's ambitious goals.

# PERSON SPECIFICATION

The Board seeks an individual with the following skills, capabilities and experience:

## ESSENTIAL

- Demonstrable passion for UWS' mission and purpose.
- Senior Leadership experience in international development/ the NGO and INGO arena, with practical programmes and partnerships experience in lower income countries.
- Exceptional communication skills and the ability to inspire, engage and influence diverse stakeholder groups.
- An accessible, empowering and approachable leadership style, demonstrating strong cultural sensitivity, openness to constructive challenge and debate, with a willingness to listen, consult widely, and seek advice.
- An entrepreneurial mindset and a hands-on approach, readily rolling up their sleeves to drive innovation and support teams in achieving impactful results

- Financial and operational acumen, including the ability to develop budgets, and analyse and interpret financial data and ensure robust internal processes.

## DESIRABLE

- Funding experience with foundations and institutional donors.
- Experience in the education sector is preferable but not a requirement.

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At UWS, we are committed to ensuring our leadership reflects the diverse communities we serve. We believe that different perspectives and lived experiences strengthen our governance and decision-making.

We encourage all who share our mission to apply and help us build a more inclusive and representative organisation.



# HOW TO APPLY

All correspondence, at this stage, should be via Oxford HR. To apply for this post, click on the “Apply” button on the job advert page, complete our online application form, and submit your CV and cover letter as two different documents, which should be prepared before applying as they will be considered in the application process.

The cover letter should be no more than two pages long and explain why you are interested in this post and how your skills and experience make you a good fit.

The document should be saved in PDF in the following format: Your First Name-Your Last Name-Documents Name-Date (mmyy)-UWS e.g., Pat-Jones-CV-0425-UWS or Pat-Jones-CoverLetter-0425-UWS.

Please note that all our clients recruiting in the UK are legally obliged to confirm that the appointee is eligible to work in the UK. As of 1 January 2021, government’s new regulations will apply. For further information visit the Home Office website.

## TIMELINE

Closing Date: 8th June  
First stage interviews: Week of 16th June  
Second interviews: 25th & 26th June  
Final Interviews: 1st July

## SELECTION PROCESS

All candidates will receive an update regarding their application after the closing date. We advise candidates to add the role email to their safe senders list and regularly check their spam folder.

## INCLUSIVITY STATEMENT

Equality and diversity are at the core of United World Schools’ values. Staff are expected to work collectively and individually to promote a constructive and sensitive approach to others from a variety of backgrounds, where the work of others is valued and respected.

## QUERIES

If you have any queries on any aspect of the appointment process, need additional information or require reasonable adjustments to support with your application, please email; Associate Principal Consultant, Hye Jin Zumkehr - [hzumkehr@oxfordhr.com](mailto:hzumkehr@oxfordhr.com) in the first instance. Please write in the subject line: ‘UWS - CEO’





## ABOUT OXFORD HR

Oxford HR is a B Corp certified leadership consultancy. Having worked within a diverse range of institutions, from not-for-profits and charities to governments and corporate environments, we've seen the powerful impact that the perfect team can have.

Finding innovative leaders can be a challenge; and yet their transition into leadership is vital to an organisation's mission and success. We work across the globe to search for and support remarkable leaders and teams, improve their board effectiveness and support on a range of leadership functions.

Learn more at: [oxfordhr.com](https://oxfordhr.com)



## Oxford

46 Woodstock Road  
Oxford  
OX2 6HT

United Kingdom

+44 (0) 1865 985 457

## Nairobi

Indigo Cowork Space  
Off General Mathenge Road  
Westlands  
Nairobi

Kenya

+254 (0) 715 163 631

## Singapore

6 Battery Road  
#06-16  
049909

Singapore

+65 (0) 9114 1439

## Washington

1250 Connecticut Avenue NW  
Suite 700  
Washington, DC  
20036

United States of America