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# Research Consultant Schools Practice





# Join a growing force in education leadership recruitment.

**AQ is a leading executive talent partner with a strong reputation across education, healthcare, not for profit, and wider public services. We find and develop leaders to be their best; supporting organisations to create representative and inclusive workplaces, to help build a better society.**

We have ambitious growth plans for AQ, as we look to develop our current offering to deepen our sector support, and increase our international offering opening offices outside the UK. To achieve this, we are looking to expand our team, so that we can responsibly and sustainably grow the organisation at the right pace and balance.

We have big plans, but we will also remain true to our purpose and our people; our unique culture is what makes us AQ, which is why when looking for new people to join the team we will always ensure they share the same principles, values and characteristics first and foremost.

AQ is young yet mature, fun yet serious, commercial yet caring. We know that people are core to what we offer our clients and candidates, and we invest time and effort to ensure we find and develop the right people to represent our brand, maintain our values, and support the wider AQ team.

Everything about AQ is designed to support our people, and the collaborative team effort; we have developed an inclusive, open, honest, friendly and forward-thinking workforce, where everyone collaborates and supports each other to achieve a purpose we are all passionate about.

We know that the world of Executive Search is competitive, and that finding great people is competitive too, that is why, as well as developing a culture we are proud of, we have designed a comprehensive benefits package that sets us apart from our competition, which attracts, develops and supports the very best people and their talents.

So, show us your commitment to our values, show us your passion for supporting people and organisations, show us you want to be part of our exciting growth journey, and we'll welcome you into our industry-leading firm.

**Elliott, Ed, Nicki & John**  
Anderson Quigley Founders







## Our Schools Practice

**Led by Hayley Mintern, our Schools Practice are an inclusive team united by their passion to find and develop leaders who shape the next generations.**

Our Schools Practice is a relatively new, but our brand has grown exponentially over the last year. We are seen as a disruptor in the market, and now recognised as a trusted advisor for executive talent support across the schools sector.

We have worked with independent schools, multi academy trust, commercial operators and international schools to place Chairs, Heads, COOs and other functional leaders, who the right experience skills and innovation to navigate the future supporting school communities to thrive.

In addition to providing executive search, we have developed a portfolio of advisory services, coaching, and talent development programmes working with trusted associates, to enhance and further support our clients during challenges times.

The combination of our services, and our personable and candid working styles, has meant we have developed strong relationships with our clients, who consistently return to us for our support and advice.



# The Opportunity; Research Consultant

**This role will play a pivotal part in the continued success and development of our Schools practice, both in the UK and internationally.**

As a key member of our delivery team, you will lead the research and candidate sourcing elements of our assignments—identifying and engaging talented individuals for senior leadership roles in schools across the UK and overseas. You'll also contribute to broader research initiatives that underpin our success, ensuring delivery excellence and upholding the values that define AQ.

## **What you'll be doing...**

- Leading candidate sourcing through desk research and direct outreach for permanent and interim leadership roles in schools.
- Engaging candidates professionally and assessing their suitability for key appointments.
- Mapping relevant markets and producing high-quality research and reports to support search strategies and client updates.
- Collaborating with consultants on pitch documents, proposals, and presentations.
- Championing best practices for database use, helping build our research systems and knowledge base.
- Sharing market intelligence and insights to support new business development.
- Providing coaching and guidance to junior team members.
- Contributing to a values-led, collaborative culture focused on quality and impact.

## **What you'll bring to the team...**

- Proven experience in executive search or recruitment, ideally within the education sector or with exposure to school leadership roles.
- Strong knowledge of the UK and/or international school landscape
- Appreciation of the leadership needs in both independent and state sectors.
- Exceptional communication, stakeholder engagement, and candidate assessment skills.
- A collaborative, proactive mindset with a keen eye for quality and detail.
- A passion for education and the impact of great leadership on student outcomes.



# Who we are

**AQ is young yet mature, fun yet serious, commercial yet caring. Core to the delivery of our mission is our team's happiness and wellbeing at work. We have created an inclusive culture where everyone is supported and can thrive.**

We believe our employment proposition stands us apart, combining attractive earning potential, a commitment to career development, and a culture that empowers everyone and enables them to flourish both professionally and personally. Our people all share and demonstrate the same core characteristics; we are committed to maintaining these values to ensure our culture remains strong.

## **We all show integrity:**

We operate within a culture of trust; we are open, honest, and keep to our word. We are genuine, candid and straight forward in our actions, seeking support if we are ever unsure. We listen with intent, are open with our opinions, and constructively challenge to add value.

## **We are all authentic:**

We are genuine, personable and human; we have no place for egos or internal politics. We are sincere, transparent and engage with open minds; we genuinely care about supporting our candidates and clients. We stay true to who we are and our shared purpose; we feel gratified by the work we do, supporting and developing people.

## **We are inclusive:**

We believe passionately in inclusivity; we are all champions of EDI. We take time to listen and see value in individual perspectives. We encourage everyone to be their authentic selves, to try new things, learn, fail, and grow. We are open minded, listen, learn, speak up for what's right, and focus on removing barriers, stigmas or bias.

## **We are accountable for our work and actions:**

We are empowered to take ownership; we work flexibly, curiously, and are trusted to deliver to our best. We hold ourselves to the highest standards; we have an eye for detail and can be trusted to be thorough. We are accountable as a team, and we all work to support each other.

## **We are all supportive:**

We are a close-knit team and connect on a personal level; we show empathy and look out for each other; we are caring, approachable, kind and respectful. We work in partnership; we share ideas, collaborate, evolve and bring out the best in each other.





# Why Join AQ?

You'll be joining a highly respected team, with a strong client base, making a difference in education by helping find transformational leaders. In addition, you'll be working for a forward thinking, ambitious, values-led firm that is designed to support you - we put a focus on teamwork, inclusivity, and continual learning and development.



## Flexibility

We are a truly flexible employer offering both hybrid working patterns and working environments.



## Financial

We provide competitive salaries and commission schemes, discretionary bonus, generous bespoke pension plans, as well as financial advice, and tax saving payments.



## Health & Wellbeing

We provide comprehensive private health and employee assistance programme, annual eye checks and flu vaccinations, and importantly an open and supportive culture.



## Learning & Development

We place important emphasis on development, providing £1,000 annual individual budget, as well as training, mentoring and shadowing opportunities.



## Transport

We participate in both a cycle and Octopus EV salary sacrifice scheme



## Personal Time

We promote a healthy work/life balance; 25 day holiday (+ BH), Christmas closure, birthday off, holiday buy back, and gifted holiday / paid sabbatical upon milestone anniversaries.



## Policies

We frequently discuss and review our policies with the team; we have introduced policies to support enhanced family support, IVF/fertility and menopause to name a few.



## Social & CSR

It's not all work and no play! Our social club have a calendar of in person / digital events, as well as team volunteering days, and each colleague can use four paid charity days annually.



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AQ promotes equality and diversity in all aspects of its work and we are committed to creating a diverse and inclusive workplace. We aim to ensure, through our recruitment and selection processes that we encourage applications from all groups represented in our wider community – locally, nationally and internationally.

We welcome applications from all suitably qualified candidates regardless of their race, ethnicity, sex, sexual orientation, disability, age, religion or belief, marital status, gender reassignment, or pregnancy and maternity status.

We are Disability Confident Employer accredited and a member of the Business Disability Forum. Our application process is accessible and accommodates adaptations for any candidate who may require them. AQ offers interviews for disabled people who meet the minimum criteria for roles we may be hiring for.

## How to apply

**To apply, please send your CV and covering letter to [schools@andersonquigley.com](mailto:schools@andersonquigley.com).**

If you'd like to discuss the role, or how you might fit into working life at AQ, before you submit your application, please contact Aino Betts for a confidential informal conversation.

**Aino Betts** | Consultant  
[aino.betts@andersonquigley.com](mailto:aino.betts@andersonquigley.com)

