



Wild Search

Exporting Excellence:

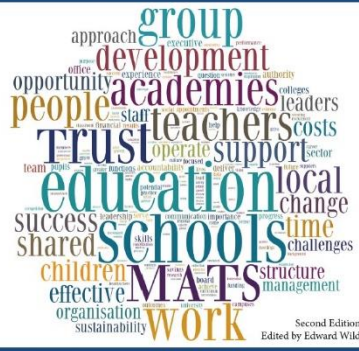
Creating Great British Schools Internationally

Edited by Amy Wevill and Edward Wild



A Sum Greater than its Parts?

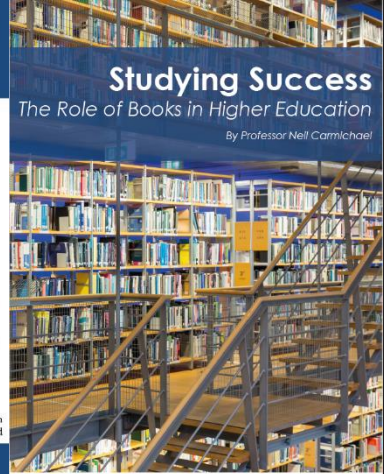
Making Education Groups Work



Second Edition
Edited by Edward Wild



TRACY BANNISTER | NEIL CARMICHAEL | TIM COULSON
CLAIRE-MARIE CLUTHBERT | IAIN DENNING | RACHEL DE SOUZA
MIKE EVERETT | CLARE FLINTOFF | AAMIF HASSAN | VICTORIA HEATH
LIBBY NICHOLAS | PETER ROSE | KAREN SUTTON | KAREN WESPESIER



Studying Success

The Role of Books in Higher Education

By Professor Neil Carmichael



World Class Education

A report on educational choices and opportunities for High Net Worth families in the UK and beyond



Universities Challenged?

Embedding Diversity, Empowering Institutions

Edited by Dr Wendy Platt



A Culture Of Innovation:

British Schools Overseas

Edited by Seth Bolderow



Experts in Education

Established in 2010, Wild Search has specialised in executive search for leading schools and institutions on leadership and senior appointments for investor-owned schools and groups (in the UK and overseas) and proprietorial and schools which are registered charities.

Since 2011 we have published a wide range of reports which connect us with those leading or managing schools, colleges and groups.

We also advise boards on strategic, organisational and financial reviews to ensure that they have the best structures and teams to deliver their vision.



Our approach is based on building strong relationships and a thorough understanding of our clients, their vision, culture and strategic aims.

Our team has extensive and direct experience of educational leadership and we use that knowledge, alongside our broader, strategic awareness of the sector, to define the role and design a tailored, robust process that will identify the most suitable candidates and ensure the best of them are appointed.

During the research phase, we engage with candidates to assess whether their personal vision for education and ambitions align with the group or individual school.

We offer a thorough and confidential service working closely with each client, providing regular updates throughout the process through all media.

Research: Our team uses its direct experience of, and constantly growing, network in the sector to undertake comprehensive research and to produce a strong shortlist of credible candidates. Our database allows us to connect with a broad range of candidates and identify those best-suited to each role. Before shortlisting, all applicants are assessed to ensure their personal values and track-record fit with the required brief.

Application & Interview: Once formal applications have been received, an executive summary is created and sent to the client. A shortlist is drawn up in close consultation with the panel and a comprehensive interview timetable arranged. A senior member of the Wild Search team will arrange, oversee and attend the interviews and advise on assessments and interview questions. We also undertake referencing by phone and provide transcripts.

Offer & Completion: With extensive experience in negotiation, the Wild Search team will manage the appointment process to completion, advise on terms and contracts and ensure both parties reach alignment.

Keeping in touch: once contractual terms are finalised, we assist clients with communication and maintain a strong relationship thereafter.

Wild Search International

Increasingly, organisations are maximising their potential for strategic growth by diversifying their brands overseas. Our team has advised a number of UK and international schools and schools' groups on senior appointments and are well-placed to draw on that experience to support an institution's overseas vision.

“Challenges in the domestic market, including the threat of VAT on school fees, mean that UK schools are continuing to open schools in new regions. Our market knowledge and constantly evolving network makes us well placed to advise owners and board on making key appointments.” **Edward Wild**

Wild Search Advisory

The Wild Search education team brings significant leadership experience, including guiding organisations through critical periods of strategic development, both within the education and charity sectors. As a direct consequence, we are well-qualified to provide leadership development reviews, salary benchmarking, future growth and potential mergers.

Wild Research

We are firmly committed to widening and deepening our market knowledge and breadth of our sector understanding – both in our knowledge of individuals and institutions. Our thought leadership division, Wild Research, is central to that commitment.

Report contributors, all of whom are sector experts, provide us with a strong insight into the sectors with whom we work and a deeper understanding of our clients’ context and requirements.

Since 2011, we have published 32 reports, the majority of which focus on education, notably governance, British schools abroad and the benefits of schools being part of an investor-supported group.



Edward Wild Director

Edward established Wild Search in 2010 following his earlier career in executive search with Odgers Ray and Berndtson. Prior to Wild Search he led the Board and Non Profit practices at a boutique search firm. He has advised a wide range of schools and groups since 2004. His early career was pursued in education, teaching at four leading independent schools, and culminated in his appointment as the first ever Development Director of Hampton School (2001-4). He is the author of *School by the Thames* (James and James 2005) and has edited a wide range of reports on education and charities. He is a Governor of St Paul's Cathedral School in the City of London.

Katherine West, Director of Research and Operations

Katherine West has a diverse background and is an experienced researcher. She was a Business Planner at the Environment Agency after graduating from the University of Hull in Estuarine and Coastal Science. Katherine has a passion for young people and education, being a former chair of governors and is currently County Commissioner for Girlguiding Suffolk.



Katherine is an Honorary Visiting Senior Fellow in Research Methods and Environmental Ethics at the University of Suffolk and the lay member of the University's Ethics Committee. She works closely with the Directors on assignment-based research and on our thought leadership publications.



Neil Carmichael, Senior Advisor, Education and International

Neil is an Honorary Professor of Politics and Education at the University of Nottingham and at UCL. A Senior Adviser at Wild Search, he is Chief Executive of UCEC, an organisation which facilitates educational exchange and cooperation between UK and China. He is Chair of the Association of Dental Groups and has worked as a consultant with the Westminster Foundation of Democracy in Myanmar. Neil is a Trustee of the Sir Edward Heath Charitable Foundation. Neil was Member of Parliament for Stroud (2010-17), serving on the Education Select Committee throughout this period and latterly as Chair. Neil has been an adviser for Wild Search since 2010 and has contributed to a number of Wild Research publications, three of which focus on Education Governance.

Caroline Haines, Senior Advisor and Chair Education Advisory Board

After graduating from Cambridge, Caroline entered the teaching profession and progressed to senior leadership roles with a focus on 16-19 provision. In 2017 she was elected to the Court of Common Council of the City of London Corporation where she is Chair of the Education Board, Chair of the Natural Environment Board and Vice Chair of Policy and Resources. Caroline also Chairs the Suicide Prevention Board, is a Trustees of the City of London Academy Trust and has just completed five years as Chair of Governors at the highest performing state Sixth Form College in the country - Newham Collegiate - and the same tenure as Chair of the London Careers Festival. Caroline was Master Educator 2022-3.



Marion Afoakwa, Consultant Advisor

Marion is an experienced HR leader, whose most recent career was enjoyed within the Corporation of London as Assistant Director, HR and Corporate Change. She has a breadth of experience in developing and implementing strategic HR initiatives and tactical interventions, leading professional HR teams and coaching senior managers in all matters relating to employment. Marion is also passionate about developing people and contributing to maximising the educational outcomes of young people. She is a Chartered Member of the Chartered Institute of Personnel and Development.

**Terms of business**

Wild Search always works on a retained business and invoices when we are engaged and then at later stages in the process, as agreed with each project.

Our standard fees are 25% of the target salary for each appointment.

The only additional costs associated with a search are advertising if required.

Wild Research Publications

<https://www.wildsearch.org/research>

- A Culture of Innovation: British Schools Overseas (2022)
 - What Makes a Good Teacher (2021)
 - Exporting Educational Excellence: British Schools Overseas (2020)
 - Exporting Excellence: Creating Great British Schools Internationally (2019)
 - A Sum Greater Than Its Parts? Making Education Groups Work (2019)
 - Studying Success: The Role of Books in Higher Education (2019)
 - Universities Challenged? Embedding diversity, Empowering Institutions (2018)
 - World Class Education: A Report on the Educational Choices and Opportunities for High Net Worth Families in the UK and Beyond (2018)
 - Leading Women: The life, Legacy and Inspiration of Elizabeth Garrett Anderson (2017)
 - Education: The Greatest British Export (2017)
 - Sharing Resources, Securing Success: Making sure MATS and Education Groups Work (2017)
 - Building Better Boards: An Opportunity for Education (2015)
 - Standards, Freedom, Choice: Essays to Commemorate the 25th Anniversary of 1988 Education Reform Act (2013) Stronger Boards, Better Education (2012)
 - Education: A Great British Export? (2012)
 - Who Governs the Governors? School Governance in the Twenty First Century (2011)
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