

Recruitment & Marketing Consultant

Teach For All's Recruitment team is seeking a consultant to strengthen the recruitment and messaging efforts of our network of 60+ partner organizations. The consultant will support partners in attracting, selecting, and engaging top leadership talent, while also advising on sustainable scaling strategies grounded in collective leadership principles.

Key responsibilities will include:

- Providing direct coaching and strategic consulting to partner organizations on recruitment, talent attraction, employer branding, and candidate engagement.
- Supporting partners to develop and refine recruitment strategies, messaging frameworks, value propositions, and marketing campaigns tailored to their local contexts.
- Creating and adapting recruitment resources, tools, templates, and learning materials that can be leveraged across the network.
- Analyzing recruitment and marketing data to identify trends, surface insights, and recommend improvements to recruitment performance and candidate conversion.
- Designing and facilitating workshops, training sessions, and learning experiences for partner staff focused on recruitment, marketing, and scaling best practices.
- Contributing expertise to cross-functional project teams working on network-wide talent and recruitment initiatives.
- Documenting emerging practices, lessons learned, and successful approaches to support knowledge sharing across the global network.
- Serving as a thought partner to organizations seeking to scale their recruitment efforts while maintaining quality, diversity, and alignment with their mission.

The consultant will integrate into the Recruitment team's systems and ways of working, including participating in team meetings, retreats, learning experiences, and other collaborative activities as appropriate. They will work closely with team members to advance both partner-specific priorities and broader network-wide recruitment goals.

Consultant Requirements

- Applicants must have led the recruitment team of one of our partner organizations and be deeply familiar with Teach For All partners' unique approach to the work
- Applicants must have 15+ years of deep expertise in marketing and RSM (recruitment, selection and matriculation) and an ability to translate their insights to a range of contexts
- Applicants must have engaged deeply with the board of one of our partner organizations on topics of scale, growth, recruitment and marketing.
- Strong preference for applicants with experience in one of our partner organizations that has scaled significantly and built an aspirational brand amongst top graduates

- Strong preference for applicants to be experts in the graduate recruitment sector (locally or globally) bringing external perspectives to TFALL partners
- Must have demonstrated experience of working in a global context, with proven ability to apply insights to different contexts, preferably both within and outside of the Teach For All network
- Must demonstrate strong coaching and consulting skills

Selection Process and Timeline

- Applications will be accepted from June 24-July 8, after which we will review and communicate our decision

Required Vendor Documents for Consideration

- Scope of work demonstrating current and/or prior experience related to the requirements of this role
- CV containing applicant's coaching & consulting and marketing / recruitment experience
- Consultant rate and payment timeline
- Please submit your documents via email to Jeet Patel (jeet.patel@teachforall.org)