

# The career pathway for governance professionals

Amy Wright

NGA Clerking Development Manager

#NGAconf

[www.nga.org.uk](http://www.nga.org.uk)

# The career pathway for governance professionals

## Working at governance coordinator level

This level usually combines clerking level responsibilities with delivering and coordinating wider governance support through a central team. It also involves line management of clerks and supporting and deputising for lead governance professionals as required.

Governance professionals working at this level are more likely to be employed than self-employed and work full time hours.

### Susanna's career story



## Pay at governance coordinator level

There is no standard salary structure for school governance professional specific duties, level of responsibility, accountability and other factors such as

Our research shows that on average a school governance professional will be paid between **£34,000** and **£37,000** per annum.

- Working at clerking level
- Working at governance coordinator level
- Working at lead governance professional level
- Find governance professional jobs
- Access the CPD you need
- Working for yourself

*"I want to thank NGA for producing the career pathway and for being really clear about the skills, qualifications and attributes that contribute to a great governance professional"*

Baroness Barran, Parliamentary Under Secretary of State,  
Department for Education

What your role will involve

The qualifications, knowledge and skills you'll need

Your working hours and conditions

Development at this level

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## Since the pathway was launched in December

- Pathway has received almost 18k visitors
- Good coverage in the education press
- Used to inform a pay benchmarking [report](#) exploring working patterns for governance professionals in schools and trusts
- Generated podcasts and speaking requests

# Levels of governance professional advice

| <b>Clerking level</b><br><b>Advising boards</b> | <b>Coordinator level</b><br><b>Advising on service related issues</b> | <b>Lead professional Level</b><br><b>Advising on governance models, systems and delivering organisational compliance</b> |
|---|---|--|
| Board and panel procedures                      | Expert resource/arbiter   | Development of structures, procedures and policies   |
| Statutory requirements                          | Service delivery and continuity                                       | Quality assurance systems and standards  |
| Organisational requirements e.g. the SoD        | Training and development  | Communication and engagement   |
| Good practice                                   | Organisational protocols  | Targeted support and intervention strategies   |

# Governance professional jobs

The screenshot shows the NGA website with the URL <https://www.nga.org.uk/Knowledge-Centre/Governance-structure-roles-and-responsibilities/Roles-and-responsibilities/Essential-resources-for-clerks/career-pathway/...> in the browser address bar. The page features a dark blue header with the NGA logo and navigation links: Home, Membership & Advice, Governance Recruitment, Training & Development, News & Events, About Us, and Contact. A sidebar on the left contains a search bar and a menu with categories like Trusts, Structure, roles & responsibilities, Good governance, Vision, ethos & strategy, Pupil success & wellbeing, Staffing, Stakeholder engagement, Finance, Governance professionals, Publications, Learning Link, and Glossary. The main content area has a large teal banner with the text 'Finding governance professional jobs' and a stylized arrow graphic. Below the banner, a breadcrumb trail reads: Home > Knowledge Centre > Structure, roles & responsibilities > Roles and responsibilities > A career pathway for governance professionals > Finding governance professional jobs. The text states: 'Interested in pursuing or advancing a career as a school or trust governance professional? Here is a checklist to help you on your way.' It then says 'Check out the latest jobs available' and 'Start your search in the right place: vacancies are advertised through NGA's free [Governance Professionals' jobs service](#).' It also mentions that the National Association of School and College Clerks (NASCC) provides 'Governance connections', a weekly round-up of vacancies for governance professionals (membership required). At the bottom, there is a link to 'Register for job alerts'.

Knowledge Centre

Search Knowledge Centre...

Menu

- Trusts
- Structure, roles & responsibilities
- Good governance
- Vision, ethos & strategy
- Pupil success & wellbeing
- Staffing
- Stakeholder engagement
- Finance

Governance professionals

Publications

Learning Link

Glossary

## Finding governance professional jobs

Home > Knowledge Centre > Structure, roles & responsibilities > Roles and responsibilities > A career pathway for governance professionals > Finding governance professional jobs

Interested in pursuing or advancing a career as a school or trust governance professional? Here is a checklist to help you on your way.

### Check out the latest jobs available

Start your search in the right place: vacancies are advertised through NGA's free [Governance Professionals' jobs service](#).

The National Association of School and College Clerks (NASCC) also provides **Governance connections**, a weekly round-up of vacancies for governance professionals (membership required).

[Register for job alerts](#)

# CPD for governance professionals

The screenshot shows a web browser displaying the NGA Knowledge Centre website. The URL in the address bar is <https://www.nga.org.uk/Knowledge-Centre/Governance-structure-roles-and-responsibilities/Roles-and-responsibilities/Essential-resources-for-clerks/career-pathway/...>. The page features a dark blue header with the NGA logo and the title "CPD for governance professionals". A left-hand navigation menu includes sections like "Knowledge Centre", "Menu", "Trusts", "Structure, roles & responsibilities", "Good governance", "Vision, ethos & strategy", "Pupil success & wellbeing", "Staffing", "Stakeholder engagement", "Finance", "Governance professionals", "Publications", "Learning Link", and "Glossary". The main content area shows a breadcrumb trail: "Home > Knowledge Centre > Structure, roles & responsibilities > Roles and responsibilities > A career pathway for governance professionals > CPD for governance professionals". Below this is the "CPD directory" section, which includes a "Browse topics:" heading and a list of ten topics, each with a link icon.

CPD for governance professionals

Home > Knowledge Centre > Structure, roles & responsibilities > Roles and responsibilities > A career pathway for governance professionals > CPD for governance professionals

## CPD directory

Browse topics:

- [Induction to the role](#)
- [Obtaining an accredited qualification](#)
- [Understanding compliance](#)
- [Advising the board](#)
- [Providing professional support to panels and hearings](#)
- [Developing wider governance knowledge](#)
- [Career progression](#)
- [Volunteering to broaden your experience](#)
- [Webinars and podcasts](#)
- [Organisations that support governance professionals](#)

# Self-employed governance professionals

The screenshot shows the NGA Knowledge Centre website. The left sidebar contains a search bar and a menu with the following items: Trusts, Structure, roles & responsibilities (selected), Good governance, Vision, ethos & strategy, Pupil success & wellbeing, Staffing, Stakeholder engagement, Finance, Governance professionals, Publications, Learning Link, and Glossary. The main content area has a dark teal header with the title 'Governance professional careers: self-employment' and a large upward-pointing arrow graphic. Below the header, a breadcrumb trail reads: Home > Knowledge Centre > Structure, roles & responsibilities > Roles and responsibilities > A career pathway for governance professionals > Governance professional careers: self-employment. The main heading is 'Working as a self-employed governance professional'. The text states: 'Many governance professionals, particularly those working at clerking level, choose to work on a self-employed basis. This page explores the experience of a self-employed, independent clerk and provides links to further resources you may find useful.' Below this is a section titled 'Emma's career story' with a portrait photo of Emma Gadsby. The text continues: 'Emma Gadsby provides clerking services to a number of primary school governing boards. Here, she shares her thoughts on becoming a self-employed governance professional.' The next section is 'How did you start your clerking career?' with the text: 'I spent 15 years working in local government roles that had governance and compliance as an underpinning element, including policy development, equality and diversity, consultation and engagement, performance management and scrutiny. I had been interested in education since my son started school and often looked at non-teaching jobs but felt that my lack of direct education experience would put me at a disadvantage. However, I saw an advert for a clerk's role at a primary academy school and decided that I had the skills they were looking for.'



# Career pathway live tour

- [A career pathway for governance professionals - National Governance Association \(nga.org.uk\)](https://nga.org.uk)



GOVERNANCE PROFESSIONAL  
CAREER PATHWAY

**"The pathway helps clerks and governance leads easily explain why they want to leave and what they are looking for from an employer/client. It may well prompt boards to change their approach to development and CPD in order to retain their clerk – they will lose out if they don't change."**

Matthew Clements-Wheeler , Governance Lead, Keystone Knowledge



# Under consideration

- Building a profile outside of schools and education
- CPD beyond level 4 (qualifications and courses)
- Targeted work with recruiters
- Guidance on applying salary benchmarking information
- Advice on setting SLA

Let us know what you would like to see [clerkingmatters@nga.org.uk](mailto:clerkingmatters@nga.org.uk)

Thank you!

Any questions?

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