

WE'RE HIRING

Education **Data** Consultant

The person our customers call when the data has to make sense — leading implementations, and the voice of the school inside our development team.

FRAMEWORK REACH

50+ trusts · 1,100+ schools

OUR POSITION

Delivery partner of Open Education AI

PLATFORM

Lakehouse, analytics and applied AI

£45,000 – £55,000

Permanent, full-time

Remote, occasional travel

Reports to the Director of Product & Service

About Edequity

Edequity AI Limited builds the data and AI products that some of the most advanced trusts in the country run on. Our Marginal Gains platform brings a trust's whole data estate — attendance, attainment, SEND, behaviour, wellbeing, staffing — into a single governed model, and puts analytics and AI on top of it that leaders use every week: predictive absence modelling, SEND support tools, and Ask Marge, our AI assistant for school and trust leaders.

Underneath it is a modern lakehouse — a bronze/silver/gold architecture on Databricks and Microsoft Fabric — and a machine learning practice that is tested for fairness as rigorously as it is for accuracy. Very little of what we build has an equivalent in the sector.

Who we work with, and where we are going

We are the commercial delivery partner for Open Education AI, the non-profit behind the open, freely available framework for fair and interoperable education data that the sector is standardising on. Our customers are the trusts leading the way on advanced analytics and AI in education — the ones other trusts visit to see what good looks like.

It is an unusual position: open-standards work flowing through us, a product estate expanding into new modules and new AI capability, and customers who expect us to stay ahead of them.

Why this role exists

Demand for the deep data conversation is growing faster than any other part of our work. Trusts want someone who can sit with their data lead, understand what the data is really telling them, carry that into a working implementation, and keep the product developing in the direction schools need. That is a role in its own right — and this is it.

What you will do

This is not a data engineering role, and it is not an account management role. It sits between the two, and it needs someone genuinely fluent in both education and data.

Hold the data conversation with customers

- Work with trust data leads, business managers, SENDCos and senior leaders to understand their data, their systems and the questions they are trying to answer.
- Interrogate a trust's MIS and wider data estate — attendance, attainment, SEND, behaviour, demographics, staffing — and say what is reliable, what is not, and what it means.
- Challenge well: spot the definition mismatch, the double-counted cohort or the flattering baseline before it reaches a headteacher's dashboard.
- Support the sales team on technical conversations, discovery sessions and demonstrations, without becoming a salesperson.

Implement our products

- Lead the onboarding of new trusts to a plan with dates and owners: data mapping, integration with their MIS and source systems, validation, and getting to a first set of trustworthy outputs.
- Own data quality at the customer end — reconciliation, definitions, and the unglamorous work that makes analytics defensible.
- Configure and tailor reporting and analytics to how each trust works, and train their people to use it confidently.

Be the customer's advocate inside the development team

- Translate what customers need into requirements our engineers can build from — clear, specific, and grounded in a real use case.
- Sit in product and sprint discussions as the voice of the school, pushing back when a feature will not survive a busy data manager in September.
- Prioritise and triage customer-reported issues with the development team, and close the loop back to the customer.
- Contribute to the open modules and integration work published through the Open Education AI framework.

Raise the standard

- Turn what you learn across trusts into reusable material — implementation playbooks, data quality checks, definitions, training resources — and be a credible voice for Edequity with customers and in the sector.
- Help us test our analytics and AI for fairness as well as accuracy — who a model works less well for matters as much as how accurate it is overall.

What success looks like in the first year

3 MONTHS

You run customer data conversations without support, you know our platform and our customers' MIS landscape, and you are leading implementations of your own.

6 MONTHS

You own the implementation process end to end, customer issues are triaged and resolved through you, and the development team is building to requirements you have written.

12 MONTHS

Onboarding a new trust is a repeatable, documented process rather than a bespoke effort. Customers name you as a reason they stay. You are shaping the roadmap, not just feeding it.

About you

ESSENTIAL

- Deep, practical knowledge of school and trust data — how it is collected, where it goes wrong, and what leaders do with it.
- Experience of at least one major school MIS at more than a superficial level.
- Confident with data tooling: Excel to a high standard, and reporting tools such as Power BI.
- Able to hold your own with a trust's senior leaders and their data lead in the same conversation, and be useful to both.
- Able to write a clear requirement or specification that a developer can build from.
- Organised enough to run several implementations at once without dropping any of them.
- Comfortable building the process where none exists yet, in a company that moves quickly.
- Understanding of your responsibilities when working with children's data, and the judgement to take them seriously.

DESIRABLE

- Experience working inside a school or trust as a data manager, data lead or similar.
- Familiarity with national datasets and returns — census, ASP, FFT, NPD, DfE returns.
- Experience of SEND, attendance or disadvantage data in depth.
- Exposure to modern data platforms and a medallion (bronze/silver/gold) architecture, or equivalent.
- Experience of an edtech or analytics product company, and of customer-facing product work.
- Interest in the fairness and explainability of AI applied to education.
- Python, dbt or similar — useful, not required.

We care much more about what you can do than how you came by it. If you have run the data function in a trust and want to work on the product side, or you have worked in edtech and know schools properly, we want to hear from you.

What we offer

Work that matters

Our products are used to identify and act on the barriers facing the pupils who need the most support.

Real influence

The person doing this job shapes the product — the roadmap follows the conversations you are having with customers.

Room to grow

Flexible, remote-first working, and a role that can develop into a lead position as the customer base expands.

Package details — pension, leave, equipment — confirmed at offer.

How we hire

1 Introductory call — 30 minutes

A conversation about your experience and what you are looking for. No panel, no presentation.

2 Conversation with the Director of Product & Service

The detail: the data you have worked with, the systems you know, and how you handle a trust that disagrees with its own numbers.

3 A practical session

We give you a realistic synthetic trust dataset and a question a headteacher might ask, and talk through how you would approach it. No take-home task, no unpaid work.

4 Meet the team and the CEO

Your chance to interview us properly before you decide.

If you want to work on education data and AI at the point where it is genuinely changing what schools do — products, customers and the open standards work all in one place — there are few better seats in the sector right now.

Ready to apply?

Send a CV and a short covering note to hello@edequity.ai, telling us about a time you found something in a school's data that everyone else had missed, and what you did about it. We reply to everyone who applies.

We welcome applications from every background, and will make any adjustment you need to the process — just tell us.