

# JOIN OUR TEAM

We are looking for candidates who share our passion for improving outcomes for children, young people and families.

We value people who bring expertise, fresh thinking and a commitment to excellence, and who want to be part of an ambitious, inclusive and supportive organisation where every contribution matters.

## Benefits:

- Competitive salary
- Career growth opportunities
- Friendly and supportive work environment



# A WELCOME FROM OUR MANAGING DIRECTOR



Welcome to Cognus Limited.

It is a genuine privilege to be the Managing Director of such a remarkable organisation and to introduce you to our Cognus community.

Since our formation, Cognus has evolved into a highly respected education services organisation, delivering an extensive range of services that make a meaningful difference to the lives of children, young people, families and education professionals. What makes me most proud is not simply what we do, but how we do it. *Our success has been built on the expertise, dedication and passion of our colleagues*, whose ideas, innovation and commitment continue to shape our organisation every day

At Cognus, we are ambitious about the future. *We are constantly looking for new and better ways to meet the needs of our community*, develop outstanding services and create opportunities for those we support. Whether delivering statutory services, pioneering new approaches, or expanding our traded offer beyond Sutton, our focus remains firmly on improving outcomes and removing barriers to success.

We are proud to be an organisation where people are encouraged to think differently, challenge existing practice and contribute their ideas. Our culture is one of collaboration, learning and continuous improvement, *where every colleague has a voice and every contribution matters*. Together, we have created a workplace that combines professional excellence with a strong sense of purpose and belonging.

As you explore opportunities with us, I hope you will gain a sense of the passion, expertise and ambition that make Cognus such a special place to work.

Whether you are starting your career, developing your professional expertise or looking for your next leadership opportunity, *Cognus offers the chance to be part of something meaningful*. Most importantly, you will be joining a team of talented, supportive and welcoming colleagues who care deeply about making a difference. We celebrate individuality, value diversity and believe that our people are our greatest strength.

Thank you for considering Cognus as the next step in your career journey. We would be delighted to welcome you and look forward to the contributions, ideas and experiences you will bring to our organisation.

Warm regards,

Jo Cassey  
Managing Director  
Cognus Limited

# ABOUT US



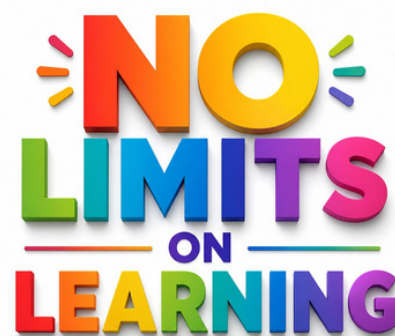
## JOIN A TEAM THAT MAKES A DIFFERENCE

At Cognus, we believe there should be ***no limits on learning.***

Cognus Limited is a Local Authority Traded Company, wholly owned by the London Borough of Sutton and commissioned to deliver education services to early years providers, mainstream schools and specialist education settings across the borough. We combine the public service values of local government with the agility, innovation and entrepreneurial spirit of a thriving commercial organisation.

We deliver more than 35 diverse services and functions, including statutory education services, specialist support, school improvement, SEND, therapies, educational psychology, safeguarding, inclusion, admissions, attendance, early years, music education and family support. Alongside our statutory responsibilities, we have a growing and exciting traded offer, providing high-quality services and expertise to schools, settings and organisations both within Sutton and beyond.

Our work reaches thousands of children, young people, families and education professionals every year. Whether supporting a child with additional needs, helping schools strengthen inclusive practice, developing future educational leaders or delivering innovative services that improve outcomes, our focus is always the same: helping children and young people access, enjoy and thrive in education and in their communities.



# ABOUT US



## A CENTRE OF EXCELLENCE

What makes Cognus special is our people.

We are proud to employ sector-leading specialists, nationally recognised practitioners and influential leaders whose expertise shapes policy, practice and outcomes far beyond Sutton.

Many of our colleagues are published authors, contributors to professional journals, conference speakers, researchers and trusted advisers to educational institutions, universities and professional networks.

Across our organisation, you will work alongside teachers, psychologists, therapists, advisers, consultants and practitioners who are recognised experts in their fields. Together, they create a culture of continuous learning, innovation and professional excellence that enables us to deliver exceptional services and achieve meaningful impact every day.

We are committed to developing the next generation of professionals through our rich programme of apprenticeships, graduate opportunities, student placements and professional development pathways.

Whether you are taking your first career step or looking to advance into senior leadership, Cognus offers an environment where talent is nurtured, ambitions are supported and careers can flourish.



# LOCATION



## WHY SUTTON?

Sutton is one of London's most desirable places to live and work. Home to over 200,000 residents, the borough is known for its outstanding schools, strong sense of community, award-winning parks and open spaces, low crime rates and excellent quality of life. It combines the benefits of a green, family-friendly environment with easy access to central London and a thriving local economy.

The borough has a strong reputation for educational excellence and innovation and is home to ambitious partnerships that help communities thrive. Sutton's vision is to be a place where people can live well, learn well and work well, making it the perfect environment for professionals who are passionate about making a difference.



# WORK WITH US

## WHY WORK WITH US?

At Cognus, you are not just joining an organisation. You are becoming part of a mission-driven community of experts dedicated to improving lives through education.

You will have the opportunity to:

- Make a tangible difference to children, young people and families.
- Work across one of the most diverse education service portfolios in the sector.
- Learn from nationally recognised experts and leaders.
- Contribute to innovative research, practice and service development.
- Develop your career through high-quality learning and progression opportunities.
- Be part of a values-driven organisation that combines public purpose with commercial ambition.

**Together, we are shaping the future of education in Sutton and beyond.**

*Join Cognus and help create a future where every child and young person can thrive.*



# DISCOVER YOUR NEXT OPPORTUNITY



## READY TO MAKE A DIFFERENCE EVERY DAY?

At Cognus, we're proud to be home to talented, passionate professionals who are committed to improving the lives of children, young people and families.

As our organisation continues to grow and evolve, we're looking for ambitious, innovative and dedicated people to join us on our journey.

Whether you're starting your career, looking for your next challenge, or seeking an opportunity to develop your expertise, you'll find a wide range of exciting roles across our diverse services. From education and specialist support services to corporate and leadership opportunities, every role at Cognus contributes to creating positive outcomes for our communities.

Explore our [current vacancies](#) and discover how you can be part of an organisation where your skills, ideas and passion can make a real impact.

**Your next career move  
could start here.  
Join us and help shape  
brighter futures. 🌟**

# PAY, BENEFITS & WELLBEING



## WHAT YOU GET WORKING WITH US

At Cognus, we know that great people deliver great outcomes. That's why we are committed to providing a rewarding, supportive and flexible working environment where colleagues can thrive professionally and personally. Alongside the opportunity to make a real difference to the lives of children, young people and families, we offer a comprehensive package of benefits designed to support your wellbeing, career development and future aspirations.

## YOUR CORE ENTITLEMENTS

- Competitive salary
- Workplace pension scheme with employer matched contributions from 4% to 8%
- 28 days annual leave (pro rata) plus Bank Holidays
- Occupational Sick Pay
- Hybrid and flexible working arrangements where the role allows
- Regular manager support, supervision and wellbeing check-ins
- Long service annual leave awards, with additional leave days awarded after completing 2 and 5 years of service

# PAY, BENEFITS & WELLBEING

## HEALTH, WELLBEING AND FINANCIAL BENEFITS

Our discretionary staff benefits package currently includes:

- Employee Assistance Programme (EAP) providing confidential advice and support
- Life assurance insurance
- Cycle to Work Scheme
- Electric Vehicle Salary Sacrifice Scheme
- Employee Benefits Platform offering a range of discounts and savings
- Healthcare Cashback Plan (available on successful completion of probation)
- Able Futures Mental Health Support Service

## LEARNING, DEVELOPMENT AND CAREER GROWTH

We are passionate about investing in our people and helping them achieve their full potential. Benefits include:

- Annual Staff Conference, bringing colleagues together for learning, collaboration and professional development
- Access to the Cognus Coaching Programme
- A wide range of continuous professional development (CPD) opportunities
- Funded HCPC registration for eligible professional roles
- Visa sponsorship opportunities for selected shortage occupations, including Therapies and Educational Psychologist roles
- Opportunities to work alongside nationally recognised experts, leaders and specialists in education and children's services



# PAY, BENEFITS & WELLBEING



## BELONGING AND CULTURE

At Cognus, we are proud of our inclusive, supportive and collaborative culture.

- Active Equality, Diversity and Inclusion (EDI) Staff Group
- A variety of staff networking, wellbeing and social events throughout the year
- Friendly, approachable and highly skilled colleagues
- A culture that celebrates innovation, learning and professional excellence
- The chance to be part of an ambitious organisation dedicated to improving outcomes for children, young people and families
- We are an equal opportunities, disability confident and kinship friendly employer



## MORE THAN A JOB

Working for Cognus means joining a team of passionate professionals who are committed to making a lasting difference. Whether you're at the start of your career or an experienced specialist, you'll find opportunities to learn, grow and contribute in a supportive environment where your expertise is valued and your development matters.

**Join us and help shape brighter futures for children, young people and families in Sutton and beyond.**  
**Current Vacancies – Cognus**