

DIOCESE OF
ST ALBANS

MULTI-ACADEMY TRUST



CEO CANDIDATE PACK

Welcome Letter

Dear candidate,

We are delighted that you are interested in becoming the Chief Executive Officer for the Diocese of St Albans Multi Academy Trust.

We are at an exciting point in the evolution of our Trust, and your leadership will be vital in shaping and delivering its future success.

We are an inclusive Trust, growing rapidly from 3 schools in 2016 to a family of 13 schools within the Diocese of St Albans, encompassing several Local Authority areas in Hertfordshire, Central Bedfordshire, Bedfordshire Borough and Luton. We empower and educate around 3,000 young children, from the ages of 2 to 18.

Our vision is to build and maintain successful, headteacher-led schools that serve their unique local communities, underpinned by common Christian values and a mission to ensure that all are enabled to flourish, rooted in God's Love.

We encourage each school to ensure they have the right local curriculums, culture and approaches for their children and communities. We work together to deliver high quality education, and seek continuous improvement with shared approaches to safeguarding, procurement, financial management and governance. We are proud that many of our schools have achieved an Ofsted grading of Good within 3 years of joining our Trust.

We are committed to sustainably growing our Trust, welcoming church and community schools whose values align with ours. We need to work on embedding structures and processes to ensure this expansion has solid foundations, built on strong working relationships with our Headteachers, our small central multi-disciplinary team of professionals, and local Governing Bodies.

We are looking for an exceptional candidate who has the clarity of vision, agility and experience to grow our Trust to 15+ schools across secondary and primary stages from 2024. We expect the candidate to be confident in both leading the culture within, and in being a figurehead for the Trust with key external stakeholders at a regional and national level.

If our values align to yours, this is a wonderful opportunity for a leader to have a significant impact on the future of the Diocese of St Albans Multi Academy Trust.

We look forward to meeting you.

Jenny Jenkins, Chair of Diocese of St Albans MAT

Rt Revd Richard Atkinson, OBE, Director of Diocese of St Albans MAT & Chair of St Albans Diocesan Board of Education

The Trust has a clear mission
which shapes our work

**ENABLING ALL
TO FLOURISH
ROOTED IN
GOD'S LOVE**

And together our academies
work to be places of

**HOPE
NURTURE
EQUALITY
RESPECT
COLLABORATION**



Our Multi Academy Trust

The Diocese of St Albans Multi-Academy Trust is a growing family of schools, currently with 13 and a mixture of primary and secondary phases, spread across four Local Authority regions of Hertfordshire, Central Bedfordshire, Bedfordshire Borough and Luton.

We have a clear vision about creating successful schools for the benefit of their communities. Our focus on providing a bespoke education to meet local need in our communities mean that whilst we have core expectations, these manifest in different ways in our schools. We share values, ethos, ambition, expertise and passion for improving lives, but schools will always have their own local culture. We share approaches to safeguarding, procurement and financial management but no two schools are the same. Their communities are not the same. Their children have different challenges and opportunities. So it is right that local curriculums, culture and approaches are unique too. We believe that this approach gives us the best of both worlds. We share strength and expertise but retain what makes us special.

The Trust's vision is underpinned by a Christian values framework which is adopted by all schools in the Trust. It provides clear expectations for all Trust employees on how we wish our values to impact on all areas of school life. It draws on, and is informed by, the National Church of England Vision for Education and the Diocesan Board of Education Vision.



Our Multi Academy Trust

Everyone in our Trust is valued and we are committed to learning from all schools who join our Trust. We aim to support schools through collaboration and sharing best practice from schools across the Trust as well as benefitting from the expertise of the central team, contributing to improving outcomes for the children in all our schools. We value the contribution our employees make to the on-going success of our schools and Trust and we aim to support individuals in achieving a healthy work-life balance, in order that they may flourish both professionally and personally.

This is an outstanding opportunity for a new CEO to provide the strategic leadership that will sustain, develop and deliver successful growth of our Trust. The new CEO will be committed to driving forward effective school improvement strategies while sharing the ethos of the Trust and actively supporting the Trust's vision and values. This is an exciting time for the Trust in our growth journey and we are looking for an inspiring leader with a proven track record of effective organisational change management with a passion for delivering educational excellence, to improve every child's life chances.

**ENABLING ALL TO FLOURISH:
ROOTED IN GOD'S LOVE**



Job Description

Job title: Chief Executive Officer
Hours: 37 hours per week; full time
Contract: Permanent
Reports to: Board of Directors

Purpose of the Job

The Trust CEO is responsible for the education of all the young people in the Trust's academies. They lead the leadership team of the Trust including the central Executive Team and Headteachers of each Academy, ensuring the Trust and all its schools are successful over time in a sustainable way. The CEO is accountable for the culture, values and vision of the organisation, and ensuring that the Trust has a strong, distinctively Christian character.

They provide high level strategic leadership across all aspects of the Trust's activities. They ensure that the Trust provides high quality education for all its pupils through the effective and efficient use of resources and people. As a Church of England system leader, the CEO works closely with the Diocesan Director of Education supporting the shared interests of both the DBE (Diocesan Board of Education) and Trust and represents the Trust in interactions with a wide range of stakeholders and partners enabling the Trust to fulfil its civic responsibilities. They also ensure the wellbeing and flourishing of all staff across the Trust.



Job Description

Core Responsibilities

- Provide Strategic Leadership - Trust values, culture, strategy and on-going development
- Enable improvement and innovation
- Secure organisational sustainability and compliance
- Ensure that the Trust is an 'employer of choice' and is staffed by talented and skilled individuals
- Secure Accountability and Governance – build an open and effective relationship with the Board
- Build external relationships and civic responsibility
- Demonstrate ethics and professional conduct
- Fulfil Accounting Officer responsibilities as outlined in the Academy Trust Handbook

A full job description will be available on [mynewterm](#) or please contact Caroline Olsen - colsen@academicis.co.uk



Person Specification

Qualifications
Educated to degree level or equivalent and/or relevant professional qualification in management
Evidence of recent commitment to your own professional development
Knowledge
A thorough understanding of the changing educational landscape and the financial pressures facing schools
An understanding of the differing requirements of schools and settings, (maintained; academy; MAT; primary; secondary; special etc), with particular reference to the unique ethos, vision and operational requirements of church schools/academies
A thorough knowledge of the operational challenges and procedures within the academy sector, with particular reference to governance, procurement, income generation, funding, financial management and estate management
A strong understanding of the distinctive nature of Church school education, both at Trust and school level
Strong financial acumen including in areas of sustainability and compliance
Experience
Substantial leadership experience with strong influencing skills
Developing strong relationships with decision makers in schools and key decision makers in schools/academies (heads; school business managers; directors, governors)
Creating and maintaining strong relationships with key local stakeholders and policy makers, including educational professionals, Diocesan partners, Local Authorities, the Diocesan Board of Education, universities, the Department of Education, the ESFA and Regional Directors
Deep experience overseeing successful strategic operational and business management of schools and academies, with demonstrable evidence of impact on improving outcomes for children through efficient and effective business management
Developing and enhancing services to meet the changing needs of schools and academies from a range of backgrounds and environments, including a range of geographical locations and Ofsted categories
Driving change in educational settings, involving others in the development, delivery and implementation of new policies and ways of working
Engaging and working with third parties' providers to deliver services, holding them to account for the quality and cost of services
Driving income generation, using marketing and external funding in an educational environment
Leading and managing teams effectively that deliver on-time on-target, with high engagement and retention
Delivering multiple projects to time, budget and quality expectations
Successful recent organisational and strategic leadership within a similar size, multi-site organisation

Person Specification

Skills and Abilities

- Able to confidently present with impact across a diverse range of audiences and environments, acting as an ambassador for the vision, values and practices of an organisation
- Able to forge and sustain strong, positive working relationships with policy makers and school leaders, with an awareness of sensitively navigating complex local and national sector and political considerations
- Able to drive innovation in the collaborative development and delivery of services to improve schools' outcomes and cost effectiveness
- Able to build effective teams and enhance inter-team relationships to support individuals in developing and achieving their personal, professional and company objectives
- Able to lead the successful delivery of multiple complex projects to time and budget, including procurement, change management and capital programmes
- Excellent oral and written communication skills
- Able to actively listen and respond to feedback

Personal Qualities

- Committed to the ethos of the Trust and demonstrate behaviours that align to the Diocese of St Albans Multi-Academy Trust values
- A strong visionary leader with significant experience of leading organisational change and a successful growth strategy
- The ability to develop and execute a long term vision for the Trust with a focus on educational outcomes, financial sustainability and stakeholder engagement
- An ability to build and sustain professional, credible and highly effective working relationships with all stakeholders
- Resilience and determination coupled with the ability to support and show empathy

Equal Opportunities

DSAMAT is committed to the aim of ensuring that everyone who applies to work for us receives fair treatment and we positively encourage applications from suitably qualified and eligible candidates regardless of age, disability, race, sex, gender reassignment, sexual orientation, religion or belief, marriage and civil partnership and caring status. We expect all our staff to demonstrate a commitment to advancing equality of opportunity and fostering good relations.

Disclosure and Barring Service

This post is subject to full pre-employment checks and is exempt from the Rehabilitation of Offenders Act 1974. Please note that additional information referring to the Disclosure and Barring Service is in the guidance notes to the application form. If you are invited to an interview you will receive more information.

Health and Safety

It will be the duty of every employee while at work to take reasonable care for the Health and Safety of themselves and of other persons who may be affected by their acts or omissions at work.



How to Apply

ACADEMICIS

If you would like to discover more about this exciting opportunity, need any further information or you wish to have an informal discussion, please contact our retained consultant at Academicis, Caroline Olsen: colsen@academicis.co.uk or call 01223 907979 / 07500 889504

To apply please click on the mynewterm application link
www.mynewterm.com

Please include a personal statement in your application detailing how you meet the Job Description and Person Specification, explain how you would relate your education, training and experiences to the requirements of the post for which you are applying. Please complete this in no more than 2 sides of A4.

Closing date: 27th November 2023

Shortlisting date: 30th November 2023

Interviews: 7th & 8th December 2023

