



DEPUTY CHIEF EXECUTIVE APPLICATION PACK

Dear Applicant

Thank you for your interest in the position of Deputy Chief Executive of Tyne Coast Academy Trust. We are immensely proud of the Trust and of the service we provide to our children and the wider community. The Trust currently consists of five schools (two secondary schools, a UTC and two primary schools) located across three Local Authorities in the North East of England. The Trust also benefits from being in the unique position of being sponsored by Tyne Coast College a world class college with a reputation for excellence.

The vision of the Trust is to be an outstanding MAT, providing world class education and training. The Trust has strong values as an employer and learning organisation and the Trust's strategic aims are to:

- Provide high-quality teaching and learning;
- Create a high-quality learning environment;
- Be financially sound, modernise and grow, providing outstanding value for money;
- Provide a curriculum that meets the needs of all stakeholders in an ever-changing world; and
- Work in partnership with the communities we serve, agencies and employers.

As Deputy Chief Executive we expect you to have the confidence and capacity to support the Chief Executive in leading the Trust into the next phase of its journey as we look to increase collaboration across the Trust and to grow. You will be supported in these efforts by the Trust Board, the Chief Executive, a growing central team, dedicated staff in our academies and our local communities. You will be able to demonstrate that you care fundamentally about students, staff and the role of education. You will always drive for high standards in all areas and have the experience, skills and drive to enable others to have the same ambition.

You will be an ambassador for the Trust at ease in promoting the Trust to a range of stakeholders and have the capacity to be seen as an expert by the leaders in the Trust.

This is an ambitious role with high expectations, but it will be an exciting and immensely rewarding role, in which you will build on current good practice to further develop and improve the Trust. This will include clear lines of leadership and a strategic school improvement model whilst ensuring the business and operational models are fit for purpose and continue to support the work of the Trust.



Tyne Coast Academy Trust, St. George's Avenue
South Shields, NE34 6ET



0191 427 3786



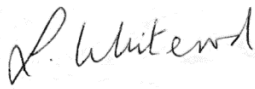
Tyne Coast Academy Trust is registered in England and
Wales; Company number 08313162

This is an exciting opportunity to have an impact on how the trust develops over the coming years as it looks to mature and grow.

You can find a job description, person specification and further information on the Trust at <https://www.tynecoastacademytrust.co.uk/join-our-team-current-vacancies/> or by contacting Melissa Dobrianski, HR Manager at mdobrianski@tynecoastacademytrust.co.uk Our Chief Executive, Dr Lindsey Whiterod CBE would be happy to speak to you about the post, to arrange this please also contact Melissa Dobrianski who will make the necessary arrangements

We look forward to receiving your application by 4pm on Friday 9 April 2021. Please use the application form provided. In addition, please write a covering letter indicating how your experience to date has prepared you for this role. Please send your completed application form and covering letter by email to mdobrianski@tynecoastacademytrust.co.uk or by post to Melissa Dobrianski, HR Manager, Tyne Coast Academy Trust, St George's Avenue, South Shields, NE34 6ET.

Yours faithfully



Dr Lindsey Whiterod
Chief Executive (Tyne Coast Academy Trust)

Yours faithfully



Mr Les Watson
Chair of Trustees (Tyne Coast Academy Trust)



Tyne Coast Academy Trust (TCAT) and its academies are committed to the highest standards of openness, transparency and accountability. TCAT represents the joining of schools across the region who share a collective vision for excellence in education at all stages.

Vision

The vision of TCAT is to be an outstanding MAT, providing world-class education and training.

Mission

Our mission is to provide the highest quality education and training, preparing young people for the future.

Values

As an employer and a learning organization, we will:

- Aim to be excellent in all that we do
- Celebrate diversity and the rights of others
- Act with integrity – fairly, openly and transparently
- Be welcoming and approachable to all.

Strategic Aims

We aim to:

- Provide high-quality teaching and learning
- Create a high-quality learning environment
- Be financially sound, modernize and grow, providing outstanding value for money
- Provide a curriculum that meets the needs of all stakeholders in an ever-changing world
- Work in partnership with the communities we serve, agencies and employers.

Core Values

Tyne Coast Academy Trust:

- Believes every pupil should achieve their potential
- Believes in developing strong relationships with our pupils, and never giving up on them
- Believes in being a strong community presence, embedding everything we do in the local community
- Values and respects the professionalism, commitment and excellence in our staff
- Believes the needs of employers should shape our curriculum
- Will make a significant positive impact on the local, regional and national economy
- Welcomes and includes everyone in our community, and values individuality and diversity.

TYNE COAST ACADEMY TRUST SCHOOLS

TCAT represents the joining of schools across the region who share a collective vision for excellence in education at all stages. Our family of schools work together to achieve our mission to provide the highest quality education and training, preparing young people for the future.



Monkwearmouth Academy

Monkwearmouth Academy serves the community of north Sunderland and is a 11-16 secondary school with 864 students on roll with that number predicted to grow in coming years. The school was graded inadequate by Ofsted in February 2019, joined TCAT in September 2019 and rapid progress is being made with a significant improvement in outcomes in 2020 in both progress and attainment. The school is part of the DfE 'One Vision' programme and a stable leadership team is now in place to continue the improvement journey. The academy is committed to giving every child the opportunity to believe in their own abilities, achieve the highest standards and succeed in life.

North East Futures UTC

North East Futures UTC opened in a purpose built building in the centre of Newcastle Upon Tyne in 2018. The UTC is sponsored by the University of Sunderland and has partnerships with a range of organisations to ensure it can offer students the best of both worlds: technical and academic. The UTC provides GCSEs and A Levels to 14-19 year olds with an interest in a career in digital technology or healthcare sciences whilst still studying core subjects and attracts students from across the North East region. It offers a curriculum that is enriched with access to regular project based learning where students participate in industry led real work projects.

Redby Academy

Redby Academy is a primary school in north Sunderland offering provision for 3-11 year olds. The academy was judged good by Ofsted in 2017 and joined TCAT in September 2019. The academy recognises every child as being unique and provides a strong nurturing ethos to support all children in their development of self-confidence, individuality and resilience. The curriculum is broad and balanced and staff strive to instil a love of learning providing quality first teaching to encourage children to grow, learn, achieve and aspire to be successful both academically and personally.

Ridgeway Primary Academy

Ridgeway Primary Academy serves the community of South Shields and pupil numbers are continuing to rise. Ridgeway is 'proud, unique and ambitious' and was the first school to join the Trust in 2013. Since then, the school has made rapid progress to be judged good by Ofsted in 2016. The school is passionate about

learning and helping children develop their skills and knowledge so that they can be the best that they can be. The Ridgeway offer centres on a curriculum which promotes resourcefulness and ambition, driven by real experiences.

Walker Riverside Academy

Walker Riverside Academy is a 11-18 secondary school based in Walker, Newcastle Upon Tyne and joined TCAT in 2018. The school has 1100 students on roll and believes children have a right to an education that allows them to thrive, makes them feel valued for their individuality, is designed to help them achieve their very best and prepares them to be valuable members of society. Walker was judged good by Ofsted in 2017 and is committed to providing a quality education where the individual is valued and respected. Walker provides students with the skills and knowledge they need for a life after education.

Please visit our Trust website at www.tynecoastacademytrust.co.uk where you will find further information about TCAT and links to individual academy websites.



**Deputy Chief Executive, Tyne Coast Academy Trust Salary £86,808 - £92,088 per annum (Salary is negotiable for a suitable candidate)
Required for September 2021**

Tyne Coast Academy Trust is seeking to appoint an exceptional, highly aspirational and motivated, dynamic leader with a strong, proven track record of sustained school improvement to join us as our Deputy Chief Executive. This role will report directly to the Chief Executive and will be responsible for the overall leadership and management of TCAT.

Tyne Coast Academy Trust represents the joining of schools across the north east region who share a collective vision for excellence in education at all stages. Our family of schools work together to achieve our mission to provide the highest quality education and training, preparing young people for the future. The Trust currently consists of five schools and also benefits from being in the unique position of being sponsored by Tyne Coast College a world class college with a reputation for excellence.

The Deputy Chief Executive will oversee the Trust on a day-to-day basis bringing together an oversight of all of the work the Trust undertakes. The DCEO will lead and manage all services, operations and school improvement activities including line managing Headteachers/Principals, ensuring maximum outcomes for all, in all areas, ensuring school leaders receive the appropriate balance of challenge, support and professional development whilst ensuring robust accountability. The DCEO will also set the culture across all schools ensuring seamless communications, understanding and joint working.

An experienced professional, you will be able to demonstrate successful strategic leadership, excellent people management skills, a proven record of successful school improvement leadership and have knowledge and experience of building systems and reporting mechanisms that enable accountability across the MAT.

We are looking for someone with a vision for success, a commitment to fostering a culture of quality and service, who will be an effective ambassador with our many partners and stakeholders. A strategic thinker with strong communication skills and a meticulous attention to detail you will be able to demonstrate enthusiasm for building capacity and growth.

In return you will receive on-going professional development and strong, consistent support from a dedicated CEO, Trustees, central trust team and Head Teachers / Principals.

Potential candidates are invited to contact Melissa Dobrianski, HR Manager by emailing mdobrianski@tynecoastacademytrust.co.uk to arrange a suitable time to discuss the post with our Chief Executive, Dr Lindsey Whiterod CBE.

The deadline for applications is Friday 9 April 2021 and interviews will take place on or after 22 April 2021. You must fully complete the application form using the job description and person specification to identify how you meet the criteria for the post.

Tyne Coast Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff to share this commitment and to undergo appropriate checks including an enhanced DBS with barred list check.

Application packs and further information can be found on the Tyne Coast Academy Trust website <https://www.tynecoastacademytrust.co.uk/join-our-team-current-vacancies/> or by contacting Melissa Dobrianski, HR Manager at mdobrianski@tynecoastacademytrust.co.uk

JOB DESCRIPTION

Job Title: Deputy Chief Executive (DCEO)

Salary: £86,808 - £92,088 per annum (Negotiable)

Accountable To: Chief Executive

JOB PURPOSE

The Deputy Chief Executive (DCEO) reports directly to the Chief Executive who is responsible for the overall leadership and management of Tyne Coast Academy Trust (TCAT).

It is expected that the DCEO will deputise for the Chief Executive as necessary and may from time to time be required to represent the Chief Executive regionally and nationally.

The DCEO will work with the Chief Executive to provide strong strategic leadership towards the Trust's vision and goals and develop and secure the Trust's long-term future, including opportunities for growth.

The DCEO will oversee the trust on a day-to-day basis bringing together an oversight of all the work the trust undertakes. The DCEO will lead and manage all services, operations and school improvement, ensuring maximum outcomes for all, in all areas. The DCEO will set the culture across all schools ensuring seamless communication and understanding.

KEY RESULT AREAS

Strategic Educational Leadership and Development of the Trust

The DCEO will work with the CEO and be accountable for providing strong and effective strategic leadership and direction for the Trust and its academies to meet the vision and aims set by the Trust Board, in line with the Trust's core values. The DCEO will with the CEO develop the Trust's long-term future, including Trust growth.

- Support the CEO in all areas of the Trust, including future growth.
- Lead on the strategic direction of the Trust to ensure 'Bigger Better Stronger' becomes a reality.
- Lead the formulation, implementation and delivery of the Trust Strategic Plans, the business plan and self-evaluation and improvement plans.
- Provide strong and effective leadership, vision and strategic direction to Head Teachers / Principals / designated central staff to achieve the highest levels of performance and ensure a culture of continuous improvement providing challenge, coaching, support and robust accountability.

- Ensure that robust and effective performance management and wider administrative and governance arrangements are in place to ensure the effective implementation of the Trust's strategic and business plans.
- Ensure the quality of educational provision offered by each school in the Trust meets the standards set by the Trust and Ofsted and that a culture of continuous improvement exists that is focused foremost on raising educational standards and outcomes.
- Develop an ethos which enables everyone to work collaboratively, developing Trust wide networks and a shared culture that enables staff at all levels to work collaboratively, develop joint practice and share knowledge and understanding.
- Ensure robust but sustainable self-evaluation and accountability systems that support schools to improve and provide accurate and up to date information for the Trustees.
- Be part of the school improvement cycle with School Improvement Advisors.
- Work with the Trust Board and other senior leaders to ensure proactive, robust and appropriate risk management for the Trust and its academies.
- Maintain an outward-facing role on behalf of the Trust and its academies to support future growth and development.
- Lead the growth and development of the Trust, including due diligence and supporting converting schools.
- Have an up to date knowledge and understanding of the education system to ensure the Trust is able to plan strategically and is able to respond effectively to new legislation, policy and practice.
- Have overall responsibility for data across the Trust, holding school leaders to account on their data.
- Provide rigorous support and challenge in all aspects of the Trust's work to ensure the best possible outcomes, facilitating additional support where required.
- Create, develop and maintain central structures to support the Trust as well as building capacity for growth.
- Strengthen links with Tyne Coast College, working closely with the Principal at TCC to create vertical integration for students.

Leadership and Management

The DCEO will work with the CEO and be accountable for all Trust operations, both directly and through management of agreed areas of the organisational structure.

- Provide dynamic, motivational and inspirational leadership at all levels of the organisation
- Develop a Trust wide strategy for building leadership capacity across the Trust.
- Line and performance manage Head Teachers / Principals and designated central team staff.
- Ensure the Trust's management and organisational structures, and operational models are fit for purpose including making recommendations on central team structures.

- Develop and maintain effective relationships with the Department for Education, Regional School's Commissioners, Local Authorities, Head Teachers / Principals and Governing Bodies, collaborating with them to endure and extend the reputation, values and vision of the Trust.
- Develop and effectively manage the Trust's resources and facilities, including overseeing major capital projects.
- Ensure the Trust effectively manages its talent through appropriate and effective CPD and succession planning, including developing and empowering senior staff and supporting recruitment and CPD at Trust and academy level.
- Take responsibility for guiding the Trust through changes to education sector initiatives and practice, such as curriculum changes or changes to ofsted and accountability frameworks.
- Ensure systems are in place to ensure compliance across the Trust
- Lead on and co-ordinate all support services across the Trust, brokering support where necessary.
- Ensure the Trust's website is up to date and compliant and that all the Trust's academies websites are complaint.
- Develop, implement and review Trust level policies to ensure the achievement of the Trust's aims and statutory compliance.
- Monitor and ensure compliance against TCAT policy matrix.

Finance

The DCEO will work with the CEO and the Chief Finance Officer (CFO) to ensure the financial propriety and sustainability of the Trust.

- Support the CFO in the line management of the Trust finance team.
- Ensure a healthy financial position across the Trust by working with the CFO and Head Teachers / Principals.
- Work closely with the CFO to establish and oversee effective financial systems, take appropriate action to address financial risks, problems and irregularities, and present Trustees with accurate and timely financial reports.
- Work closely with the CFO and the Trust's finance team to establish effective procurement procedures in order to achieve financial efficiencies and ensure all academies follow the correct procurement procedures.
- Ensure risk registers are maintained throughout TCAT.
- Ensure Value for Money

Quality of Education, Pupil Outcomes and School Support

The DCEO will hold Head Teachers / Principals to account for all aspects of teaching and learning across the Trust, upholding high standards for academic and non-academic pupil outcomes and encouraging collaboration across the Trust.

- Develop and lead the Trust's improvement processes, including identifying and analysing academy improvement needs, prioritising appropriately

resourced solutions and evaluating the impact of improvement strategies basing decisions on best practice, evidence and the contribution of others.

- Provide quality assurance and accountability through a rigorous and robust system of target setting.
- Commission external support for Trust and academy improvement and assess the effectiveness and impact of the support provided.
- Create and facilitate school to school support across the Trust.
- Build systems to enable effective collaboration and the sharing of best practice across the Trust.
- Use the expertise of Tyne Coast College to support the work of the Trust.
- Through regular meeting with school leaders and by attendance at SLT meetings in schools support schools to resolve issues and plan actions for continued improvement.
- Support schools with the development of school improvement plans and self-evaluation.
- Begin work to bring in one data platform for all schools, bringing together data and information from all schools in the Trust.
- Ensure all schools are 'ofsted-ready' and that self-evaluation is rooted in sound evidence of impact.
- Respond speedily to address underperformance in any of the Trust's schools.

Communication

The DCEO will be the point of contact for the Trust and will act as an ambassador for the Trust in developing partnerships and links with stakeholders that promote a positive profile of the Trust.

- Communicate with the RSC and other relevant bodies to maintain the good reputation of the Trust.
- Be the 'point of contact' for the Trust.
- Lead on the production relevant Trust wide newsletters for parents and staff.
- Attend school leadership meetings and staff meetings as and when required to impart information about the Trust.
- Attend school assemblies, where beneficial, to impart information about the Trust.
- Attend Local Governing Body and Committee meetings to represent the Trust.
- Attend school events on behalf of the Trust
- To create a meeting schedule to ensure the Trust runs as one entity with no school left as a silo. This will include the Trust Strategic Executive Group meetings, Academy Head Teacher meetings, regular catch up meetings with Head Teachers, meetings with school improvement advisers and group meetings with Tyne Coast College.

Human Resources

The DCEO will work with the HR Manager to ensure an effective organisational structure is in place for both the central trust team and in Trust academies and to

ensure efficient and effective HR systems are in place to enable effective management of staff.

- Develop Trust wide succession planning, talent spotting and continuous professional development programmes, investing in staff to enhance the quality of provision across the Trust
- Broker cross-Trust staffing solutions
- Build capacity in schools and the Trust team to future proof for future growth
- Be part of the recruitment and selection process for all school leaders
- With the HR Manager, work towards centralised HR policies across the Trust
- Chair a trust wide Joint Consultative Committee for the sharing of information and consultation with trade unions and staff representatives

Documentation

The DCEO will create and update relevant Trust wide documents to ensure consistency and that a professional brand is developed and upheld.

- Develop and share a Trust Improvement Plan
- Create and regularly review a Trust School Improvement Plan
- Create, update and maintain Trust brochures and information documentation
- Update the Trust website to make sure the Trust brand is upheld
- Create, update and maintain Trust wide policies and procedures and ensure they are implemented across the Trust.

Governance

The DCEO will work closely with the Director of Governance to ensure governance is strong across the Trust and compliance with the Governance Handbook and the Trust Scheme of Delegation.

- Have strategic oversight of all aspects of standards of governance across the Academy Trust and act with the Director of Governance as principal adviser to the CEO and Board of Trustees on all areas of provision across the Trust.
- Attendance at all board meetings and committees.
- Attend all Local Governing Body meetings at each academy and, where beneficial or necessary, their committees.
- Work with the Director of Governance to ensure succession planning is in place for each school as well as the Trust board.
- Create standardisation across all LGBs through standardised agenda items for all schools
- The DCEO, alongside the CEO will ensure that Trustees have access to all relevant education data, information and options to support their decision making
- The DCEO will work with the Director of Governance to ensure that systems and reporting structures are in place so that the Board are able to effectively,

appropriately and proportionately govern the strategic and operational education and business risks of the Trust.

Safeguarding

The DCEO will be accountable for the Trust, and its academies, meeting its legal and statutory responsibilities in relation to safeguarding.

- Act as the nominated Designated Safeguarding Lead for the Trust.
- Ensure that the Trust and each school within it, meets its safeguarding responsibilities in line with current legislation.
- Carry out safeguarding audits with all schools.
- Ensure the Trust and its academies have all necessary safeguarding policies and procedures in place and that they are updated regularly.
- Attend relevant training, working with experts, to make sure the Trust is compliant in regards to all aspects of Safeguarding.
- Where needed broker external support for safeguarding.
- Carry out safeguarding investigations, when needed, in Trust schools.

Marketing and PR

The DCEO will ensure that the Trust brand is visible internally and externally where appropriate working with the Tyne Coast College Head of Marketing and Communications.

- Work with the Head of Marketing & Communications to maximise the profile of the Trust.
- Oversee the development of the brand image of the Trust making sure it is visible in all Trust schools.
- Ensure all good press opportunities are maximised
- Ensure all press related activities are filtered through the Head of Marketing & Communications, including those of individual academies.

Health & Safety

The DCEO will be responsible for ensuring the Trust meets requirements related to health and safety and that each academy has appropriate health and safety systems and policies in place.

- With the H&S lead from TCC, create a plan for each school to audit risk in all H&S areas.
- Monitor and ensure action plans, from audits, are progressing and actions are completed.
- Ensure each academy in the Trust has access to health and safety advice from a competent adviser.
- Work with the site team in each school to ensure an estates strategy is in place.

- Ensure that there is a risk matrix for each school.
- Monitor and ensure compliance with the risk matrix in each school.
- Consider the structure of estates management and health and safety across the Trust.

N.B. All posts are required to work flexibly in order to meet the needs of TCAT on a corporate basis.

VARIATION IN THE ROLE

Given the dynamic nature of the role and structure of TCAT, it must be accepted that, as TCAT's work develops and changes, there will be a need for adjustments to the role and responsibilities of the post. The duties specified above are, therefore, not to be regarded as either exclusive or exhaustive. They may change from time to time commensurate with the grading level of the post and following consultation with the member of staff.

EQUALITY AND DIVERSITY

TCAT is committed to equality and diversity for all members of society. TCAT will take action to discharge this responsibility but many of the actions will rely on individual staff members at TCAT embracing their responsibilities with such a commitment and ensuring a positive and collaborative approach to Equality and Diversity. This will require staff to support TCAT's initiatives on Equality and Diversity which will include embracing development and training designed to enhance practices and the experiences of staff, students and visitors to TCAT with an all inclusive approach that celebrates differences. Failure to embrace these commitments may lead to formal action.

If you as a member of staff identify how you or TCAT can improve its practice on Equality and Diversity, please contact the HR Manager.

HEALTH AND SAFETY

All members of staff have a duty to maintain safe and clean conditions in their work area and co-operate with TCAT on matters of Health and Safety. This will include assisting with undertaking risk assessments and carrying out appropriate actions as required. Staff are required to refer to TCAT Health and Safety Policies in respect to their specific duties and responsibilities.

STAFF DEVELOPMENT

All staff are required to participate fully in TCAT Staff Development programmes and have a responsibility to identify their own professional development needs in conjunction with their line manager.

COMMITMENT TO SAFEGUARDING VULNERABLE GROUPS

TCAT is committed to safeguarding and promoting the welfare of children and young people, as well as vulnerable adults, and expects all staff and volunteers to share this commitment.

COMMUNICATION AND WORKING RELATIONSHIPS

Internal Communication/Working Relationships

Liaison with:

- Chief Executive
- Principal (TCC)
- Trustees
- Head Teachers / Principals
- SLTs
- Central Team staff
- All school staff

Membership of Trust Groups

- SEG
- TCAT Board
- Local Governing Body of each academy
- Board Committees

External Communication/Working Relationships

Liaison with:

- Students, parents/carers and customers
- Careers services
- Feeder schools
- Universities
- Colleges
- External Verifiers and Assessors associated with TCAT
- OFSTED
- RSC
- DfE
- ESFA
- Ofsted
- Local Authorities
- Professional bodies relating to school activities

This is not an exhaustive list – it is for illustrative purposes only



PERSON SPECIFICATION – DEPUTY CHIEF EXECUTIVE OFFICER (DCEO)

| | CRITERIA | Essential | Desirable | Where assessed |
|----------|---|-----------|-----------|----------------|
| A | Education and Qualifications | | | |
| 1 | Educated to degree level | √ | | A |
| 2 | Qualified Teacher Status (QTS) | √ | | A |
| 3 | Professional/management qualification relevant to the role or higher degree e.g. NPQH | | √ | A |
| 4 | Evidence of continuing professional development at Head Teacher level in preparation for executive leadership role | √ | | A |
| 5 | Safeguarding/Designated Person training | | √ | A |
| B | Experience and Knowledge | | | |
| 6 | Substantial and successful experience as a Head Teacher or Principal | √ | | A, I, R |
| 7 | Successful experience of a leadership role in a MAT | | √ | A, I, R |
| 8 | Successful track record of achievements and successfully meeting performance objectives | √ | | A, I, R |
| 9 | Experience of achieving rapid and sustained improvement in a leadership capacity | √ | | A, I, R |
| 10 | Experience of managing, developing, inspiring and motivating a multi-skilled team including performance management at a senior level | √ | | A, I, R |
| 11 | Proven track record in successfully leading change and resource management and an understanding of substantial change management programmes | √ | | A, I, R |
| 12 | Experience of leading central services functions | | √ | A, I, R |
| 13 | Experience of leading collaborative partnerships with external organisations | √ | | A, I, R |
| 14 | Demonstrable track record of successful budgetary control and clear financial strategic thinking | √ | | A, I, R |
| 15 | Ability to transform agreed strategy into operational objectives that impact positively on our work leading, supporting and motivating teams, including a proven ability of working with effective performance management systems | √ | | A, I, R |
| 16 | Experience of the management of a dual or multi-site operation | | √ | A, I, R |
| 17 | Experience of commissioning or contracting | | √ | A, I, R |
| 18 | Knowledge of what constitutes quality in education provision, the characteristics of effective schools and strategies for raising standards and the achievement of all students | √ | | A, I, R |
| 19 | Ability to articulate and share a vision of education and evidence of having successfully translated vision into reality at whole-school level | √ | | A, I, R |
| 20 | Evidence of successful strategies for planning, implementing and evaluating school improvement | √ | | A, I, R |
| 21 | Ability to analyse data, develop strategic plans, set targets to raise standards and monitor/evaluate progress towards these | √ | | A, I, R |
| 22 | Understanding of the strategic role of the Academy Trust Board and Local Governing Body and evidence of successful collaboration | √ | | A, I, R |

| | | | | |
|----------|---|---|---|---------|
| 23 | Ability to advise the CEO and Trustees on the future strategic development of the Trust | √ | | A, I, R |
| 24 | Knowledge and understanding of statutory requirements and experience of Child Protection, Safer Recruitment, Safeguarding procedures and Prevent | √ | | A, I, R |
| 25 | Knowledge and understanding of the key legal issues relating to the leadership of a Trust and the schools within it, including equal opportunities, data protection, employment, health and safety and governance | √ | | A, I, R |
| 26 | Strong financial, commercial and business acumen | | √ | A, I, R |
| C | Skills | | | |
| 27 | Inspirational leader, determined with sound judgement and strong negotiation/advocacy skills | √ | | A, I, R |
| 28 | Excellent oral and written communication skills with an ability to negotiate at all levels | √ | | A, I, R |
| 29 | Ability to build and maintain good, respectful relationships and promote unity across the Trust's academies | √ | | A, I, R |
| 30 | Able to organise work, prioritise tasks, make decisions and manage time effectively | √ | | A, I, R |
| 31 | Ability to interpret and impellent new legislation, policies and directives and communicate them to all stakeholders | √ | | A, I, R |
| 32 | The vision to put in place effective medium and long term strategies to enable TCAT to develop effectively and to secure and maintain a position of strength as a MAT | √ | | A, I, R |
| 33 | Entrepreneurial qualities and the judgement and ability to seize appropriate opportunities for the advantage of TCAT | √ | | A, I, R |
| 34 | Able to delegate effectively and manage the performance of others | √ | | A, I, R |
| 35 | Able to lead others with energy and enthusiasm, to command respect and to provide an environment where others will feel motivated | √ | | A, I, R |
| D | Personal Attributes | | | |
| 36 | High personal standards of integrity and probity with a professional and exemplary character necessary to be the ambassador for the MAT | √ | | A, I, R |
| 37 | Passionate about improving the quality of education and education outcomes for all pupils | √ | | A, I, R |
| 38 | Able to secure the trust and confidence of staff, Governors, Trustees and external organisations | √ | | A, I, R |
| 39 | Able and willing to work outside normal hours in order to meet the demands of the role | √ | | A, I, R |
| 40 | A commitment to leading safeguarding across the Trust and to promote the welfare of children and young people | √ | | A, I, R |

Please set out how you meet the essential and if appropriate desirable criteria in your application form. The person specification will be use to shortlist candidates for interview.