**Lion Education Trust: Job Description – Regional Director of Schools**

**Post:**  Regional Director of Schools

**Schools:** The Regional Director of Schools will ensure the full operational and educational implementation of the Trust process, policy and strategy and to deliver on the leadership, strategic development and school improvement policy of academies within the specified regions of the Lion Education Multi-Academy Trust.

**Salary:** £90k- £100k per annum, dependent on experience

**Responsible to:**  Deputy CEO/Director of Schools

**Core Purpose**

The Regional Director of Schools shall carry out the professional duties as described in the most recent School Teachers Pay and Conditions Document.

The Regional Director of Schools is accountable overall to the Trust for ensuring the educational success of the academies in the region within the overall framework of the Lion Education Trust Strategic Plan, as well as the Regional and individual academies’ strategic plans. He/she is responsible for providing effective leadership across aspects of the internal organisation, professional leadership, management and control of the academies. He/she should create a culture of constant improvement and be an inspirational leader, committed to the highest achievement for all in all areas of the schools’ work. The Regional Director of Schools will have delegated responsibilities for selected Head Teachers /Head of Schools in the Region.

The Regional Director will be responsible for the implementation of the Lion Education Trust’s agreed ways of working. This includes all educational policies and practices and will champion this approach and safeguard the principles of the trust. He/she will also ensure the implementation of all other processes and policies and ways of working that defines the Lion Education Trust.

Please note that where ‘academies’ are referred to within the job description, this will relate to the academies under the remit of the Regional Director of Education as agreed with the Deputy CEO/Director of Schools.

**Shaping the Future (Strategic and Operational Leadership)**

* Working with each Head Teacher/Head of School/Deputy Head teacher and the Local Governing Body, and under the guidance of the Deputy CEO / Director of Schools, to implement the trusts vision and strategic plan for the academies, which is responsive to the communities they serve. At the core of this should be the educational and personal development of the pupils.
* Work with the Regional Directors, those responsible for governance, and staff to define and implement the trust vision for all academies and strategic direction so that it is understood and acted upon by all stakeholders.
* Work with the RDs to implement a strategic plan, across the Regions, which identifies priorities and targets for ensuring that pupils achieve high standards and make rapid and sustained progress, increasing teachers’ effectiveness and securing rapid school improvement.
* Plan for the future needs and further development of the academies within the Region, Lion Education Trust and national context.
* Ensure the sustained raising of aspiration, achievement and attainment, is met through an inclusive, sustainable and innovative lifelong education environment.
* Ensure the academies achieve their performance targets.
* Promote the Trust and the academies to a range of audiences.
* Secure the commitment of parents and the wider community to the vision and direction of the Trust and the academies.
* Work with all stakeholders to generate enthusiasm and commitment.
* Challenge, motivate and empower others to attain ambitious outcomes.

**Leading Learning and Teaching**

* Implement the trusts curriculum policy with the individual academy senior leaders to meet statutory and pupil requirements and that meets the Trust’s aims and local needs
* To provide highly effective strategies to support and challenge each academy Head Teacher/ Head of School, ensuring rapid improvement is made in the quality of the provision.
* Secure and sustain effective teaching, learning and assessment throughout the academies by ensuring each Head Teacher/Head of School/Deputy Head teacher has in place sound strategies for monitoring and evaluating the quality of teaching and standards of pupils’ achievement, using benchmarks and setting targets for rapid improvement of all children including those in vulnerable groups.
* Promote excellence in teaching and learning, ensuring a continuous and consistent Region-wide focus on pupils’ achievement and development (whole-person as well as academic).
* Ensure that a high quality educational experience is available for all children.
* Create a positive culture of challenge, support and high expectations.
* Ensure that effective and appropriate pastoral support is available to children in the academies.
* Through robust and effective monitoring and evaluation, that is in line with the trusts frameworks, identify and act on areas of improvement in relation to the curriculum and assessment.
* Develop an inclusive and supportive approach so that each academy is a place where all young people and the wider school community feel welcome.

**Raising Aspiration, Achievement and Attainment**

* Ensure that the needs and aspirations of each child, is addressed through personalised learning and mentoring.
* Ensure that robust assessment data analysis is used to set challenging targets.
* Challenge practice to ensure a stimulating learning environment.
* Ensure Lion Education Trust, and academy priorities are consistently and effectively implemented and the impact monitored.

**Developing Self and Working with Others**

* Treat everyone within each academy fairly and equitably.
* Develop a culture of personal responsibility at all levels that recognises both excellence and supports appropriate strategies to deal with under performance in accordance with Trust Appraisal and Capability policies and procedures.
* Ensure a high standard of professional development for all staff and for self.
* Work with all staff to build effective teams.
* Sustain own enthusiasm and motivation and develop and sustain that of other staff.
* Motivate and enable all staff to carry out their respective roles to the highest standard, through high quality continuing professional development based on assessment of needs and identified through the appraisal process.
* Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the academies, and the wider Lion Education Trust family.
* Develop the capacity, through coaching and other appropriate means, of the educational leadership and management, particularly the SLT, comprising Head Teacher/Head of School, Deputy Head Teacher and Assistant Head teacher.
* Keep abreast of educational developments and best management practice in order to introduce appropriate innovation via the executive forums.

**Leading the Organisation**

* Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Lion Education Trust and the associated academies.
* Lead by example, be personally visible and committed whilst adopting a strong and flexible leadership style.
* Establish collaborative and open relationships with all stakeholders.
* Alongside the Executive team, critically evaluate each academy’s performance.
* Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively.
* Ensure structures deliver pupil progression, attainment and achievement.
* Oversee the implementation of all Lion Education Trust policies and procedures ensuring consistent application.

**Managing the Organisation**

* Support when necessary with the academy budget in order to ensure that each academy meets its objectives.
* Work with the Head Teacher/Head of School to recruit and retain staff of the highest quality.
* Work with the Lion Education Trust Regional Boards and senior colleagues to deploy all staff effectively in order to improve the quality of education provided.
* Ensure that the allocation and use of accommodation within the school provides a positive learning environment that promotes the highest achievement for all.
* Work with Lion Education Trust, the Head Teacher/Head of School and the finance team via the operations managers to maximise the level of external funding that is attracted to support each academy’s development.

**Securing Accountability**

* Work with the Lion Education Trust executive team to enable the Board to meet its responsibilities.
* Support each academy to establish strong middle leadership roles within a distributed leadership structure.
* Secure robust academy self-evaluation and quality assurance procedures.
* Establish mechanisms for reporting to each academy Local Governing Body and all other stakeholders at agreed intervals.
* Ensure that each academy Head Teacher / Head of School have in place for all staff clearly defined responsibilities and accountabilities.

**Supporting the Work of the Trust**

* Developing and maintaining the ethos of Lion Education Trust in all the academies so that it is intrinsic and permeates all aspects of the academies’ life and curriculum.
* Develop strong, positive relationships with colleagues in the Lion Education Trust Academy Trust, and contribute to collaborative work across sponsored academies and support other staff in participating in Regional / Trust work.
* Participate in Regional and Trust wide activities in order to share best practice, contribute to the development of Regional/ Trust strategies and policies and promote the academies and the Region in a local and national context.
* Provide advisory support to academies across all regions as required.

**Leading in the Community Through Collaboration**

* Lead in developing community engagement, promoting a continuous culture of change and nurturing creativity for all.
* In conjunction with the Head Teacher/Head of School at designated academies, create and maintain an effective partnership with parents/carers.
* Work alongside the Headteachers to strengthen each academy’s positive image in the wider community.
* Work alongside the Headteachers to develop each academy’s extended school provision.
* Actively support the diversity of each academy’s communities and pupils.

Person Specification Regional Director: This person specification lists the competencies expected of this post. (E= Essential criteria, D=Desirable criteria)

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|  | Sections  |  |  |
| 1 | Skills, knowledge and aptitudes | The Regional Director should be able to provide evidence of:  |  |
| * Sound knowledge of educational policy developments  and implication for in-school practices
 | E |
| * Detailed knowledge of effective school improvement practices in both Primary and Secondary
 | E |
| * Extensive knowledge of effective intervention strategies to impact on school standards
 | E |
| * Broad experience of analysing education data  (RAISEOnline etc.) to inform successful education  delivery across both Primary and Secondary
 | E |
| * Extensive knowledge of curriculum development, implementation, evaluation and effective assessment techniques across primary and secondary
 | E |
| * Producing reports which strategically review and evaluate resources and performance
 | E |
| * Being skilled in using a range of techniques to ensure  effective collaboration across schools / academies
 | E |
| 2 | Qualifications and Training | The Regional Director should be: |  |
| * Degree educated with QTS
 | E |
| * Qualified Ofsted inspector
 | D |
| * Relevant postgraduate qualifications
 | E / D |
| * Evidence of a commitment to ongoing learning and  continuous professional development
 | E |
| 3 | Experience | The Regional Director should be able to produce evidence of:  |  |
| * Being an experienced Headteacher
 | E |
| * Being a senior school leader together with leadership  experience in a local authority or national body
 | E / D |
| * Preparing schools for Ofsted and improving schools in their Ofsted rating
 | E |
| * Leading schools in challenging circumstances
 | E |
| * Managing and leading complex changes across a school  or group of schools
 | E  |
| * Evaluating the performance of the leadership and management of a school / academy
 | E |
| * Working collaboratively across a group of schools with  impact on outcomes for children evidenced as a result of  this work
 | D |
| * Overseeing and advising on budget management
 | E |
| * Developing and motivating senior leaders to achieve success
 | E |
| 4  | Personal Attributes  | The Regional Director should:  |  |
| * Have high expectations for themselves and the people they work with
 | E |
| * Be committed to providing a high-quality service to the academies.
 | E |
| * Be adaptive and responsive to change
 | E |
| * Possess excellent written and oral communication skills
 | E |
| * Have high level interpersonal skills with the ability to  inspire and motivate others
 | E |
| * Be creative in their approach to problem solving
 | E |
| * Be able to influence effectively at all levels of an organisation
 | E |
| * Be an excellent team player
 | E |
| 5  | Special Requirements  | The Regional Director should:  |  |
| * Be committed to Lion Academy / Education Trust’s vision and principles
 | E |
| * Where appropriate be able to work at times convenient to the Local Governing Bodies, including evening meetings
 | E |
| * Be able to travel across the academies in the Multi Academy Trust
 | E |