



Chief Executive Officer

Application Pack

Improving Education **Together.**

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CEO, Academy Transformation Trust



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Improving Education **Together.**

Welcome

We hope that you get a sense of our passion here at Academy Transformation Trust (ATT) where we strive to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

ATT is an established Trust, whose academies are performing well, from a starting point well below national expectations. A high percentage of our academies are now good, standards have continually improved over the past few years and we are now looking for a CEO who can take the Trust forward in improving on our success.

You would be joining the Trust during an exciting period of transition in which it is redefining its vision, structure and practices to suit the changing educational landscape. We are therefore looking to appoint a new CEO who has the personality, skills, drive and enthusiasm to lead the Trust into a new era. In return you will find a Board of committed, skilled and experienced trustees who will provide outstanding support.

We very much hope that the opportunities and challenges facing Academy Transformation Trust will excite you, as they do us, and results in you submitting an application. If you are confident that you have the skills drive and vision to help make ATT one of the best trusts in the country then we would welcome an application from you.

Good luck with your application.



Bernard Dickenson
Chair of Board of Trustees

Improving Education **Together.**

01. About Academy Transformation Trust



We're on a mission

Our mission is to provide the very best education for all pupils and the highest level of support for our staff to ensure every pupil leaves our academies with everything they need to reach their full potential.

These are the things we hold dear

Transparency

As a charity founded on strong ethical practices, Academy Transformation Trust takes pride in being open, honest and crystal clear in everything we do.

Innovation

We are constantly striving to do all we can to make education the best it possibly can be. We are brave in our actions and do everything we can to have a positive impact on whole child development.

Collaboration

We believe the future of education relies upon effective collaboration between academies, and better collaboration between academies and their local communities.

Ambition

We are determined to improve education nationwide by encouraging collaboration and giving academies everything they need to realise their full potential.

We believe every child matters and deserves a first class education.

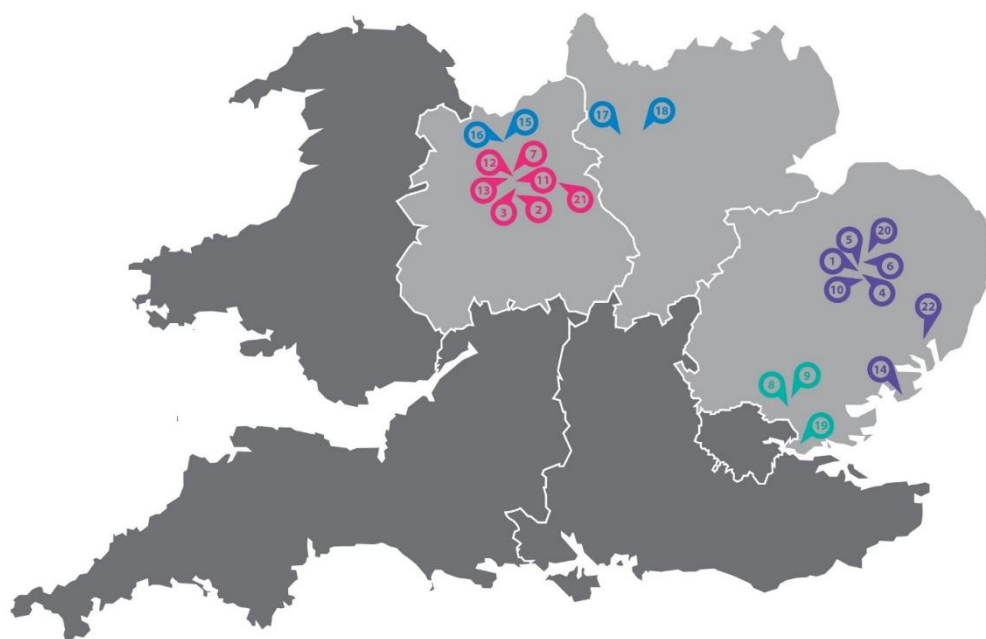
Our team knows first-hand how to make education better for schools, pupils and their teachers.

For us, the future of UK education relies upon schools working closely together to share best practices, giving every child the best chance in life. We set up ATT to make this vision a reality.

As a not for profit trust, we work with our growing family of primary and secondary academies, and further education providers in the Midlands, East of England and South East.

ATT Academy Locations

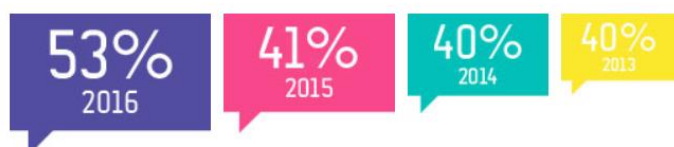
- 1: Beck Row Primary Academy (P)
St Edmunds, Suffolk
- 2: Bristnall Hall Academy (S)
Oldbury, West Midlands
- 3: Caldmore Primary Academy (P)
Oldbury, West Midlands
- 4: Great Heath Academy (P)
Mildenhall, Suffolk
- 5: Iceni Academy (P)
Hockwold, Norfolk
- 6: Iceni Academy (S)
Methwold, Norfolk
- 7: Jubilee Academy Mossley (P)
Walsall, West Midlands
- 8: Kingsmoor Academy (P)
Harlow, Essex
- 9: Mark Hall Academy (S)
Harlow, Essex
- 10: Mildenhall College Academy (S)
Mildenhall, Suffolk
- 11: North Walsall Primary Academy (P)
Walsall, West Midlands



- 12: Phoenix Academy (P)
Walsall, West Midlands
- 13: Pool Hayes Academy (S)
Walsall, West Midlands
- 14: Ravens Academy (P)
Clacton-on-Sea, Essex
- 15: Star Academy Sandyford (P)
Stoke-on-Trent, Staffordshire
- 16: Sun Academy Bradwell(P)
Newcastle-under-Lyme, Staffordshire
- 17: Sutton Community Academy (S)
Sutton-in-Ashfield, Nottinghamshire
- 18: The Dukeries Academy (S)
Newark, Nottinghamshire
- 19: The Hathaway Academy (S)
Grays, Essex
- 20: The Nicholas Hamond Academy (S)
Swaffham, Norfolk
- 21: The Queen Elizabeth Academy (S)
Atherstone, Warwickshire
- 22: Westbourne Academy (S)
Ipswich, Suffolk

Key: West 1  East 1 
West 2  East 2 

Key Stage Four Achievements

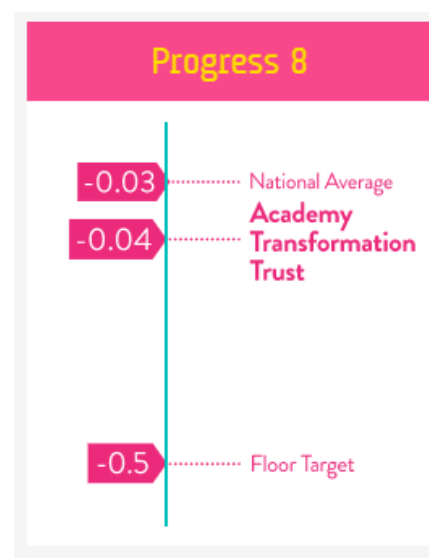


A*-C grades including English and maths

Progress 8 2017

Progress 8 Score	Progress 8 Rank	Disadvantaged Progress 8
0.06	12th	Significantly above average

Progress 8 2016



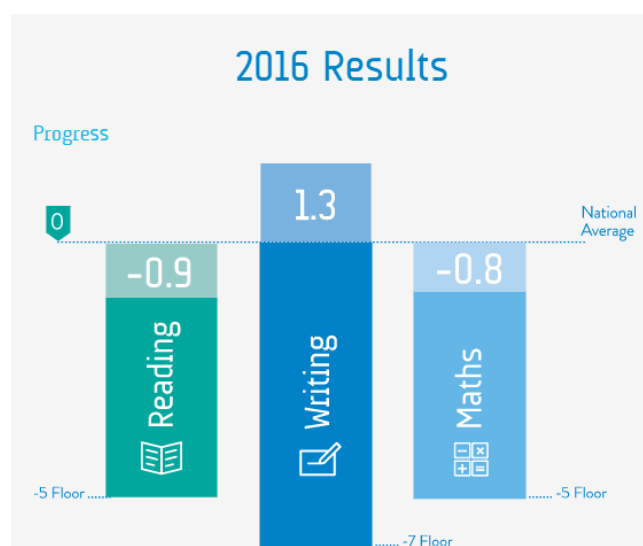
Key Stage Two Achievements



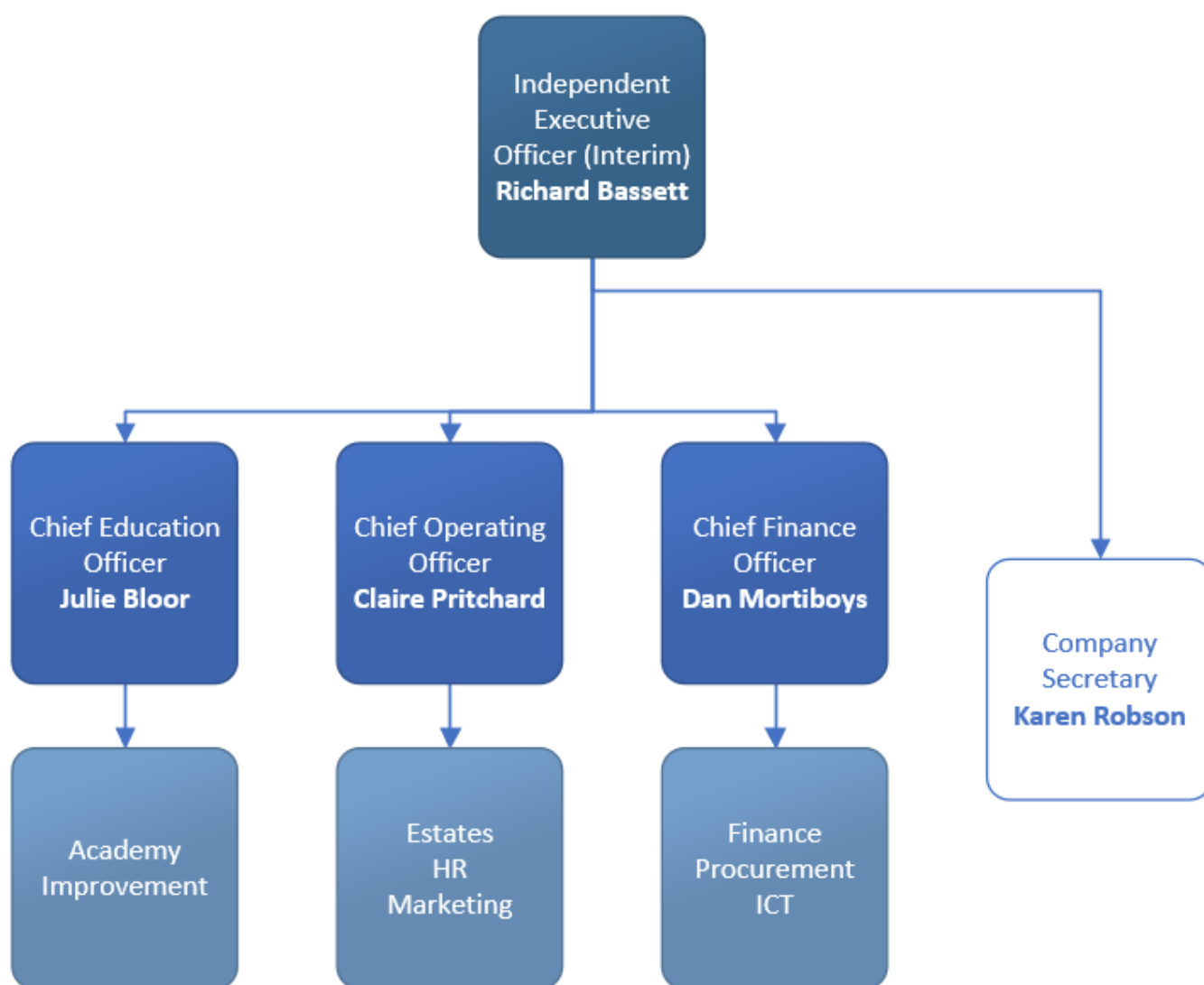
2017 Results

Reading	Writing	Maths
0	0.3	-0.4

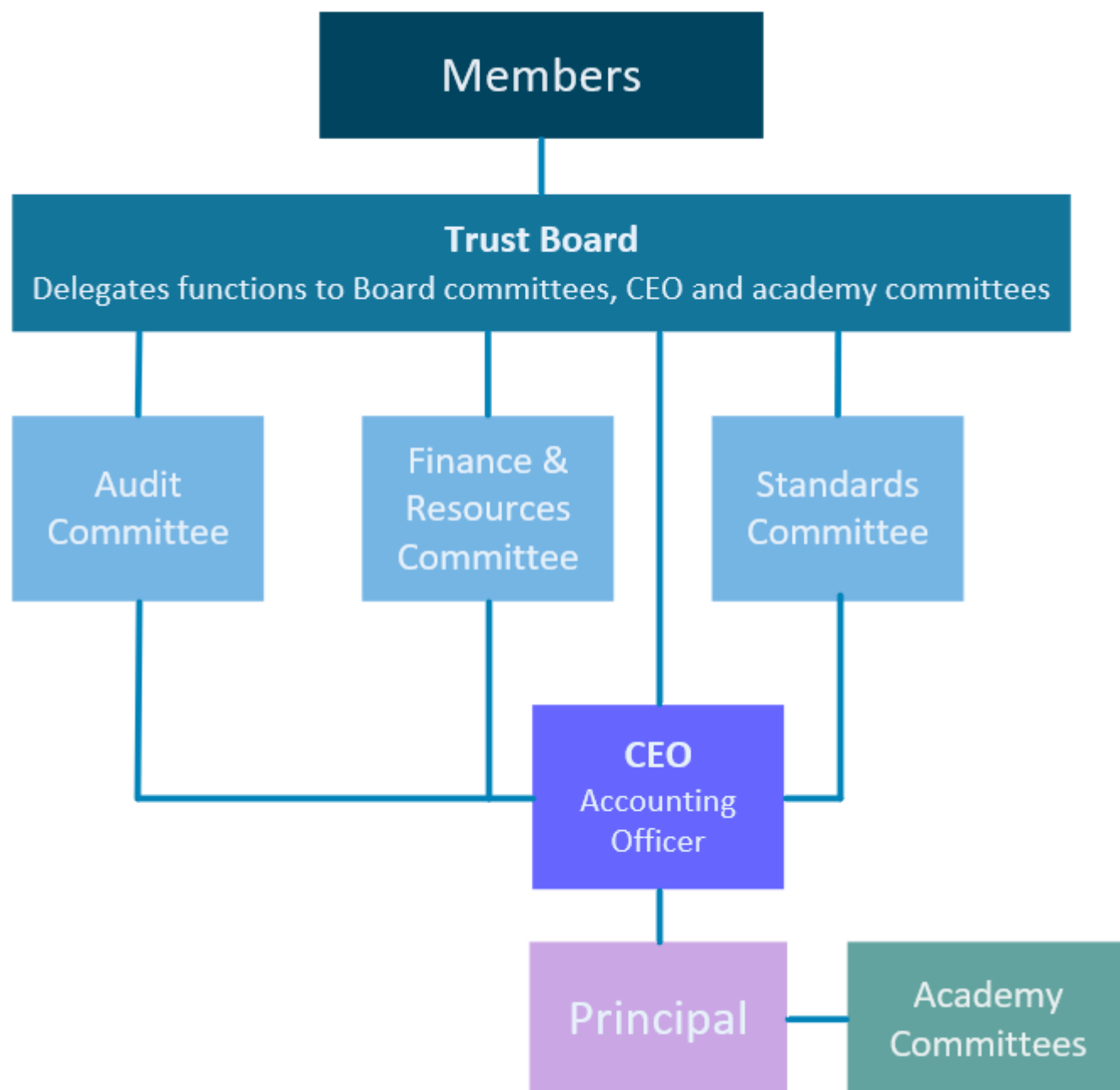
2016 Results



ATT Senior Executive Team



Governance Structure



02. Job Description



Chief Executive Officer

The Role

The Chief Executive Officer (CEO) will be an outstanding and experienced strategic leader with a proven track record of success. They will be someone who is able to develop and articulate the particular vision, values and ethos of Academy Transformation Trust and will inspire and empower others to share in achieving it.

This role offers a fascinating blend of strategic and operational responsibilities and therefore it is essential that you bring leadership experience and business acumen from an executive or will be a system leader from a trust or federation. The CEO will be accountable and take responsibility for the performance of all academies within the Trust and will be a driven and ambitious leader who will be committed to creating the optimum educational opportunities for all students across the Trust.

The role combines vision and delivery, shared responsibility alongside accountability, communication transparency and engagement. This particular role will suit a successful leader who likes to be involved at all levels and will lead in shaping and setting direction, will be excited about appreciating the individualities of our schools, but also be able to align excellent practice across our regions providing a more consistent approach.

Responsible to: The Trust Board

Responsible for:

- Chief Education Officer
- Chief Operating Officer
- Chief Finance Officer
- Company Secretary

This role is responsible for leading the Academy Principals and the Executive and Central Teams and the overall performance of the Trust.

Salary: Negotiable competitive salary (will include performance related pay)

03. Job Description

Key Responsibilities:

- > Provide the framework for the delivery of the Trusts provision to achieves its vision and objectives within a supportive ethos to which all staff are fully committed
- > Management of key interfaces with stakeholders at national, regional and local levels
- > Accounting Officer (under consideration)
- > Ensures the performance management systems for Principals has appropriate measurable objectives that can be monitored and evaluated in terms of impact
- > Through the Executive Team ensures all ATT academies are rated at least Good by Ofsted and making progress towards Outstanding/World Class in line with The Trusts vision
- > Ensures pupil progress and attainment is at least in line with national expectations
- > Secure governance at every level within the Trust's operations so that it is effective and underpinned by ethical behaviour
- > Oversight of finance to ensure the Trust is secure, that finance supports academies effectively and procurement activities provide value for money
- > Through the Estates strategy provide learning environments which ensure pupils/students are safe and that the learning environment motivates and stimulates their learning
- > Oversight of the growth of the Trust and the process that leads to schools/academies joining the Trust, ensuring that appropriate due diligence and risk assessment is carried out and presented to the Audit Committee for consideration
- > Development and maintenance of strong working relationships with Principals, Chairs of Governors, Trade Union representatives and other key personnel within The Trust, supporting a collegiate approach to the well-being of staff and the performance of ATT academies
- > Utilises the combined expertise of staff within the Trust to develop collaborative approaches that add value to the work of the Trust
- > Supports the Chair of the Trust in the recruitment and induction of Chairs and Governors for Academy Committees
- > With the Board, provide an effective Scheme of Delegation that provides clarity for academies committees, Principals, sub committees of the Board and the main Board of Trustees, ensuring clear lines of authority

04. Person Specification

Chief Executive Officer

	Essential	Desirable
Education and Training	<ul style="list-style-type: none"> • Degree and recognised professional qualification relevant to the role • A record of recent and relevant continuing professional development 	<ul style="list-style-type: none"> • Post graduate educational/leadership or management qualification
Experience	<ul style="list-style-type: none"> • Successful experience of a regional or national role within a Trust environment • Proven experience of strategic financial management, including budget formulation, medium term financial planning, monitoring and control and strong business acumen • Experience of identifying and managing risk to include diverse areas such as finance, reputation, safeguarding as well as managing change in a fast moving environment and taking decisive action where necessary • Experience of change management in a complex organisation • Experience of working effectively with a Board and local governance committees to create a vision and form the direction for an organization • Successful experience of promoting equality and diversity in relation to employment and service delivery 	<ul style="list-style-type: none"> • Experience of a successful CEO or COO role in a trust environment or an educational setting • Experience of working in a trust with regional or national financial complexities • Experience of developing PR or marketing strategies • Experience of managing growth within a region or nationally
Abilities, Skills and Knowledge	<ul style="list-style-type: none"> • A comprehensive understanding of the schools' sector and education more broadly, with a strong grasp of contemporary educational issues including the inspection agenda • Knowledge of the strategies for raising students' achievement and advancing effective teaching and learning set within communities where there are higher-than-average levels of deprivation • Ability to communicate a vision of outstanding learning and teaching through inspiration and empowerment • Proven track record of successfully leading and developing school improvement priorities and outcomes • Ability to plan strategically based on the use of data, targets and benchmarking internally and externally 	

04. Person Specification

	<ul style="list-style-type: none"> • Understanding of the statutory educational framework, current educational issues relating to academies, Company and Charity Law and knowledge of relevant policies, legislation and codes of practice across education • Proven success in building effective partnerships and links including with central government, schools, local authorities, to maximise networks and opportunities • A secure knowledge of resource management, estimating securing and monitoring resources • Proven track record of developing business planning and managing the introduction of new initiatives – and in particular large scale asset management/school building projects • Sound track record of performance managing professional staff; driving morale, raising standards and promoting a team ethos, particularly with regard to a multi-site organisation • Ability to provide leadership coaching and development 	
Personal Qualities	<ul style="list-style-type: none"> • Excellent relationship management, approachable, visible and consistent • Ability to articulate ATT's vision and values to a wide array of audiences • Emotionally intelligent, with a strong moral compass • Able to hold people to account in a firm but fair manner • Demonstrates honesty, integrity, and is trustworthy • Has political acumen and can positively influence on behalf of the Trust • Inspirational, has presence and highly motivated • Demonstrates dynamism, energy and resilience • Is calm under pressure dealing with issues in a sensitive, understanding manner • Has a sense of humour and is able to lift teams in difficult circumstances 	
Behavioural Competencies	<ul style="list-style-type: none"> • Strong leadership skills and an adaptability to work through teams • Excellent communication skills with the intention of transparency • Ability to empower through clear accountability measures • Clear desire to make an impact through clear decisive actions • Will be a custodian and defender of ATT's vision and values 	

04. Person Specification

Other position specific requirements	<ul style="list-style-type: none">• This post is subject to an enhanced DBS disclosure• The post holder must be committed to safeguarding the welfare of children	
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05. How to apply

Chief Executive Officer

Salary:

Competitive + benefits (will include performance related pay)

Closing date:

30 April 2018

Shortlisting:

4 May 2018

Selection activities:

w/c 7 May 2018

Applying:

To discover more about this exciting opportunity please contact our retained consultant, John Carter at Veredus on 07725 607112 or email: john.carter@veredus.co.uk. Please supply a contact telephone number.

Forward as one. Improving Education Together.

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