

Professional Qualifications

Essential:

- Degree and recognised professional teaching qualification relevant to the role;
- A record of recent and relevant continuing professional development.

Desirable

- Post-graduate educational/leadership or management qualification;
- NPQH / EL;

Experience

Essential:

- At least five years proven track record of successful senior / executive leadership in school;
- Demonstrable success in achieving rapid and sustained school improvement;
- Experience of successful working with governing bodies;
- Evidence of strategic planning and budgetary management;
- Clear understanding of the current educational landscape;
- Successful track record of human and financial resource management;
- Active engagement in research-informed practice and a desire embed this across the Trust.

Desirable:

- Headship / executive leadership within a Trust environment;
- Experience in leading across a range of schools;
- Experience of successful EHT/CEO or Board role in a Trust setting environment or educational setting;
- Experience of developing PR and marketing strategies.

Ethos

Essential:

- A desire and capacity to actively promote, uphold and develop the trust mission, vision and values;
- A passion to uphold the Trust ethos, to make learning irresistible for all across our schools;
- Uphold the Trust values of being inclusive, innovative and inspirational.

Skills, knowledge and understanding:

Essential:

- Comprehensive knowledge and experience of Ofsted's Schools Inspection framework and processes for summary evaluations of trusts;
- Ability to communicate a vision of outstanding teaching and learning through inspiration and empowerment and coaching;
- A deep understanding of the statutory educational framework, current education issues in relation to

academies, company and charity

law; also knowledge of relevant policies, legislation and codes of practice across the education landscape;

- Clear understanding and knowledge of the role of governance in an academy and trust;
- Strategic planning, monitoring and review of progress against plans in terms of standards, performance and finances, taking decisive action as necessary;
- Financial project costing and budgetary management including curriculum-led financial planning;
- Ability to advise on funding and grant opportunities for the Trust;
- A deep understanding of the inclusion agenda;
- Ability and commitment to working flexibly and collaboratively as part of a team;
- Ability to plan strategically based on use of quantitative and qualitative data, targets and bench marking;
- Committed to safeguarding and promoting the welfare of children.

Desirable:

- Current driving licence and access to a vehicle.
- Engagement on the national platform in schools and academy trusts.

Personal Qualities

Essential:

- Belief in and commitment to the overarching values of the Trust and ability to articulate vision to a wide range of audiences;
- Highly effective and credible leader, who inspires the respect and support of others and has an open and approachable interpersonal style;
- Commitment to the highest of standards in all areas of school life;
- Strong leadership skills including adaptability and communication skills;
- The ability to be able to build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvements and inspire staff;
- Excellent relationship management, able to build effective working relationships at all levels, reinforcing partnerships strategic thinker who can establish and develop systems and processes to grow and mature the Trust;
- A team player with strong leadership and coaching skills;
- Adaptable and flexible;
- Excellent communication and interpersonal skills;
- Advocacy, facilitation and negotiation skills;
- Demonstrates energy, dynamism, vision and resilience;
- Ability to develop a high profile and be a strong visible presence for the Trust;

Referencing and Eligibility

All appointments are subject to satisfactory references, eligibility to work in the UK.

Veritas MAT is committed to safeguarding and promoting the welfare of all children and expects all staff to share this commitment. An enhanced DBS will be required.