

Job Purpose

- To be the strategic leader for the Trust and be accountable for the performance of all academies within the Trust.
- To be a leader whose passion is to create the best possible educational opportunities for young people within the Trust, in order to raise aspirations and transform lives.
- To inspire children, staff, governors and all involved with the Trust, its academies and communities.
- Provide overall strategic direction for the Trust, including its vision and values, through the identification of its key priorities.
- To provide motivational and inspirational leadership at all levels of the organisation.
- To lead the Trust in achieving excellence with a focus on continuous improvement and raising standards.
- To work as an outstanding leader to provide senior and strategic leadership for all Twynham Learning staff.
- To work closely with the Heads Advisory Group to develop, implement and monitor the strategic vision and associated business and action plans so that they are understood and acted upon by all key stakeholders, especially individual academies.
- To actively facilitate effective partnership working with the school community.
- To work with the Heads Advisory Group and Executive Business Manager in ensuring accountability and informed decision making at the appropriate level.
- To act as an advocate and public face for the Trust, using mature leadership skills to influence others by raising the profile and promoting the organisation's core purpose and values.
- To safeguard and promote the welfare of all children within the Trust.

Key Roles

Vision

- Lead the Trust's vision with key stakeholders.
- Articulate the vision for the Trust and act as an ambassador for it.

Leadership

- To lead on the review and refinement of the Trust's evolving vision strategy and business plan, carrying it forward to ensure its implementation into practice.

- To ensure that the Trust clearly communicates and promotes its vision, ethos and values that are consistently applied across the Trust, and that its aims and objectives clearly translate into all areas of work.
- To lead on and drive the Trust's school improvement approach for academies; ensuring effective deployment of staffing and financial resources to enable all academies to improve and maintain the high standards expected.
- To be responsible for the leadership of staff working for the Trust, including those who are managing academies, ensuring a professional approach at every level drives quality assurance.
- To promote the continued development of the Core Services Team to ensure it meets the needs of the stakeholders.
- To ensure that appropriate effective and efficient partnerships are built with other schools and services outside the Trust.
- To ensure effective communication and consultation with stakeholders.
- To ensure that coherence and genuine collaboration is created across the Trust so that academies are able to work together to bring about improvements.
- To keep abreast of educational developments and best management practice in order to introduce appropriate innovation.
- To be ready to take advantage of the new opportunities such as Free School bids or the School Improvements Funds.
- Leading by example, being personally visible and committed to all academies, whilst adopting a strong and flexible leadership style.
- Lead the strategic direction of the Teaching School and SCITT Programme in conjunction with the Headteacher of Twynham School and Director of Teaching School.
- Chair the Heads Advisory Group meetings that engages the Headteachers in the development and performance of the Trust.
- To provide dynamic and strategic direction and leadership for Teaching and Learning and curriculum development in the Trust.

Relationship management

- Maintain effective relationships with the Regional Schools' Commissioner, DfE and Local Authority.
- Develop and maintain an effective relationship with the Heads Advisory Group.
- Appropriate engagement with potential voluntary and sponsored academies in line with the vision for the growth of the Trust.
- To develop and maintain effective relationships with Teaching School Alliance and SCITT partners.
- Act as an ambassador for the Trust in developing partnerships and links with stakeholders to promote a positive profile of the Trust.

Financial

- To be the Accounting Officer for the Trust, taking personal responsibility for propriety and regularity in the management of public funds.
- Oversight and strategic direction of financial planning for Twynham Learning and individual academies.
- Provide the oversight and scrutiny of all financial activity of the Trust to secure its ongoing financial health and working with the standards set out in the Academies Financial Handbook and Charities SORP.
- In conjunction with the Executive Business Manager, produce reports to enable the Heads Advisory Group to exercise appropriate oversight of the Trust's performance on pupil outcomes, financial sustainability, risk management and reputation.
- Create structures and opportunities for income generation that enables the Trust to benefit from additional resources through investment.
- To ensure compliance with the requirements of the Master Funding Agreement and Supplemental Funding Agreements for the Trust.

Line Management

- To oversee the deployment and training of the Heads Advisory Group.
- Lead the Heads Advisory Group - to coach, mentor, line manage and develop them within the Trust so they can achieve the goals outlined within the improvement plans of each academy.
- Line management responsibility for all the Headteachers in the Trust to include being responsible for their performance management.
- Line management responsibility for the Executive Business Manager.
- Line management responsibility for the Personal Assistant to the Chief Executive Officer.

Operational

- To ensure progress and implementation at pace of decisions made by the Board of Trustees.
- With the Executive Business Manager ensure that the Trust operates within the appropriate legislative and organisation framework and keeps abreast of changing requirements, including place planning, asset management, the programme of capital developments, procurement and income generation.
- Make recommendations for strategic intervention where performance issues are of concern.
- To make sure the Trust provides the highest quality services to its academies through appropriate staffing and procurement.
- In conjunction with the Executive Business Manager, support the due diligence process requirement for schools seeking to join the Trust.

- Ensure robust and effective risk management and mitigation is in place at Trust and academy level and that it is regularly monitored.
- Establish and maintain a framework of system leadership to support the Trust academies including staff working centrally as well as those in academies.
- Work with the Regional Schools Commissioner to maintain the profile of the Trust and to oversee the steady expansion of the Trust.
- Take a leading strategic role in developing and delivering key plans and documents such as the Trust's long-term strategic plan, school self-evaluation and school improvement plans for the academies etc.
- To lead the strategic improvement plan for any academy within the trust that is not identified as at least "good" by Ofsted.
- To provide support for the SEF process and during inspection of academies.

Governance

- To provide the Board with the appropriate information they require to make timely and informed decisions.
- To make sure that the Trust business plan is regularly reviewed and see that its actions are taken forward and implemented.
- Ensure mechanisms are operating effectively to scrutinise the local governance structures of the Trust and the local leadership of academies within the Trust.
- Ensure Health and Safety and Safeguarding procedures are operating effectively.
- To keep the Scheme of Delegation and trust policies under review so that they are compliant and up-to-date.
- Satisfy the aims and objectives of the Trust through the implementation of the policies and strategic plans of the Board.
- To have strategic oversight of all aspects of standards and governance across the Trust and act as principal advisor to the Trust's Board of Trustees on all areas of provision across the Trust.

HR

- Ensure appropriate policies are in place for all HR related issues.
- Provide scrutiny and challenge for the HR processes in the Trust.
- To act as the Trust Directors' nominated professional representative to support the selection process for leadership roles within academies.
- To ensure the Trust effectively manages its talent through strategic and local CPD and succession planning.

School Improvement

- Through robust and effective monitoring and evaluation, identifying and acting on areas of improvement in relation to pupil outcomes.

- Improvement of student outcomes for disadvantaged students throughout the Trust.
- Ensuring Twynham Learning priorities and academy priorities are consistently and effectively implemented and the impact monitored.
- Critically evaluate each academy's performance and secure robust academy self-evaluation and quality assurance procedures.
- Ensure, where appropriate, that there are a range of opportunities for students from the different academies to work and learn together and to share common experiences.

General

- To chair and attend panels and working groups as appropriate.
- To undertake other duties and responsibilities as may be required.
- Ensure equal opportunity for all.
- These duties are neither exclusive, nor exhaustive and the post holder will be required to undertake other duties and responsibilities which the Board of Trustees may determine.