



## **Role Profile: Director of Development and Strategy**

**REPORTING TO:** CEO/Deputy CEO

### **PURPOSE OF THE ROLE:**

To play a key role and actively participate in the leadership of the Trust as part of the Senior Leadership Team.

### **MAIN ROLE AND RESPONSIBILITIES:**

1. To ensure the safeguarding culture of TKAT is actively promoted and upheld.
2. To contribute fully to setting and driving the strategic direction and outcomes of the Trust as a member of the Senior Leadership Team.
3. To work collaboratively with other Senior Leaders to develop and implement the Trust's Improvement Strategy.
4. Take oversight of additional strategies that emerge over the year which fall outside of the agreed Improvement Strategy
5. Develop a clear and coherent vision for the Learning and Development Network, communicating with and engaging partners and schools with this vision.
6. Lead the strategic direction of the Learning and Development Network.
7. Lead the Trust's Mental Health and Wellbeing strategy for staff and pupils with all stakeholders ensuring it meets the needs of the TKAT family, is responsive to the unique challenges of the current times and evolving accordingly.
8. To support and secure delivery of excellent teaching and learning throughout all academies within the Trust through the promotion of the highest levels of professional standards and rigorous monitoring and evaluation of teaching quality and pupils' achievement.
9. To work with schools' senior leadership teams to challenge, motivate and empower them to attain ambitious outcomes which maximise the educational and personal development of pupils and which meet the demands of the wider communities served.
10. To develop close and effective working relationships with key partners and stakeholders.
11. To be accountable to the Trust Board for the areas led, attending board meetings and presenting on key issues when appropriate.
12. To monitor local and National educational and other relevant developments, anticipate and assess their potential impact on the Trust and its academies and ensure senior leaders are well briefed and able to operate within a flexible environment which is responsive to change.



## **PERSON SPECIFICATION**

**POST TITLE:** Director of Development and Strategy

### **EDUCATION AND EXPERIENCE – will possess:**

1. Educated to a degree level and/or further qualifications e.g. MA, NPQH
2. Substantial experience of being an outstanding practitioner with a good record of leadership and management ideally within challenging educational environments
3. Ability to demonstrate successful performance management of direct reports towards outstanding outcomes.
4. An understanding and experience of working with schools in diverse communities within a National MAT landscape
5. Proven experience in developing a strong team culture with senior leaders and developing strong relationships with a wide range of stakeholders at all levels
6. Ability to demonstrate experience in making sound judgements and prioritise issues/risks effectively
7. Relevant recent professional development that prepares the candidate for this role
8. Experience of successful delivery against agreed strategic plans
9. Ability to articulate clear visions and strategies for schools
10. Track record of providing inspirational leadership to people
11. Track record of demonstrating a collaborative and supportive approach to leadership

### **PERSONAL ATTRIBUTES**

12. Demonstrates a commitment to the ethos and values of TKAT
13. Ability to adapt to changing circumstances, a strategic thinker who can analyse and process complex information and data quickly and rigorously in order to make effective decisions.
14. Thinks creatively and imaginatively to solve problems and identify opportunities
15. High levels of personal organisation with excellent time management
16. Ability to communicate effectively with a wide range of audiences with emotional intelligence and social perception
17. Ability to demonstrate personal impact and presence, in addition to humility and an absence of hubris
18. Ability to be resilient and calm under pressure