



STRATEGIC GROWTH DIRECTOR

CANDIDATE PACK

Location: Surrey

Start Date: ASAP



UNITY
SCHOOLS TRUST

Excellence through collaboration



Welcome from the CEO

Dear Candidate,

Thank you for your interest in joining Unity Schools Trust. This is an exciting time for us as we continue to grow roots and work towards welcoming new schools into our family. This role presents an opportunity for a colleague to play a pivotal role in shaping that growth journey.

Excellence through collaboration is both our motto and a statement of our intent. We believe that by working together, sharing expertise, and drawing on the strengths of each of our schools, we can deliver the very best for our pupils. The economies of scale that growth brings enable us to invest in deeper expertise, reduce reliance on external services, and increase our agility in responding to the needs of our communities.

Our focus is on building strong professional development, embedding evidence-based practice, and embracing innovation in pedagogy and technology. By supporting our staff and investing in wellbeing, we empower teachers and leaders to deliver outstanding learning experiences and shape future-focused schools.

Ultimately, our aim is not only to secure academic excellence but also to develop well-rounded individuals ready to contribute positively to society. We champion enrichment opportunities in sport, the arts, and community engagement, recognising that education is about developing the whole child. By building strong partnerships with parents, local communities, and external organisations, our schools extend learning beyond the classroom and inspire pupils to see themselves as active citizens and future leaders. Ultimately, our goal is not only to transform the life chances of the children we serve but also to play a leading role in shaping a fairer, more ambitious, and more cohesive society. If you share our vision and ambition, we would be delighted to hear from you.

Yours faithfully,

Michael del Río

Chief Executive Officer



About Unity Schools Trust

Unity Schools Trust is a Multi-Academy Trust and was formed in September 2015 by the partnership of The Magna Carta School and Bishop David Brown School. The Trust is currently responsible for the education of over 1800 children supported by more than 230 staff. Our schools are located in Staines-upon-Thames and Woking.

Ethos and Values

The stated objective of Unity Schools Trust is to achieve '*excellence through collaboration*'. The Greek philosopher, Aristotle, believed that excellence came in both intellectual and moral forms. The Trust aims to instil a love of learning by the full engagement of all of its community- students and staff- in the process of acquiring and applying knowledge. Furthermore, the Trust seeks to promote the development of positive 'habits' through a wide range of character-building opportunities.

When combined, we believe that these two elements support the development of the whole person enabling us to be the best version of ourselves. Our vision is to be an outstanding learning community where together we learn to know, to do, to be and to live together.

Our Objective

The Academy Trust's primary objective, as stated in its articles of association, is '*to advance for the public benefit education in the United Kingdom*'. Unity Schools Trust is listed as a charitable company limited by guarantee at Companies House.

Partnerships

A significant part of the Trust's work is in the forging and development of partnerships with neighbouring schools. This includes primary liaison work and support for the provision of specialist subjects. The Trust's work in fulfilment of its objective through collaboration involves sharing people, sharing resources, sharing ideas and sharing progress.

Services

The Trust provides core support in a number of areas to all of its constituent academies including school improvement activities, finance, ICT and operations.

Our Schools



The Magna Carta School

Learning Shapes Lives

The Magna Carta School is an 11-16 academy based in Staines-Upon-Thames, with approximately 1100 students on role. The school is a founder member of Unity Schools Trust and the 1,215 Learning Partnership, determined to enhance lives for young people across this area of Surrey.

The school has a long and proud tradition of educating students from our local community. To facilitate high aspirations, progress and achievement, we have high expectations of behaviour, rooted in respect for one another. We are particularly proud of our students; they are aspirational and enthusiastic about their learning and as a result make good progress and achieve impressive GCSE results. They consistently and successfully progress on to further education and apprenticeships.

Our Academy Council provides a strong voice for students to present their ideas and concerns and to develop the skills necessary to become advocates for positive change.

We believe listening to, and reflecting upon, the experience of our whole school community is an important part of our continuous development journey.

We strive to provide a welcoming, challenging, secure and inclusive learning environment where all students and staff feel that they belong. We are committed to realising our vision that Learning Shapes Lives by creating a culture in which everyone aspires to achieve in a reflective educational environment and a school community where together we learn to know, to do, to be and to live together.



Bishop David Brown School

Enabling all to Excel

Bishop David Brown is passionate about providing a well-rounded education for its students, not only academically but also culturally and artistically. This is provided through its diverse and rich curriculum that makes a major contribution to the students' moral and cultural development.

The school is proud of its cultural and ethnic diversity and the vibrant community that this has created. Links with the local community are vital and the school works closely with parents/carers, other schools, and local organisations to achieve this.

The students and staff are committed to transforming the school into one which is truly exceptional. At Bishop David Brown School, we want all students to be challenged in order to achieve academic success.

Our aim is to give students opportunities and experiences to learn beyond the classroom and strive to ensure all their students feel happy and safe. This has been reflected in the school's most recent 2024 Ofsted inspection which resulted in a 'Good' result.



Job Description

Job Title:	MAT Growth and Partnerships Lead	Accountable To:	CEO & Board of Trustees
Salary:	Competitive	Responsible To:	CEO

Job Purpose:

To drive the strategic growth of the Multi-Academy Trust (MAT) by identifying, engaging, and supporting suitable schools in the process of joining the Trust. The post-holder will lead on building strong relationships with prospective schools, marketing the MAT's vision and values, and supporting schools through the due diligence process, Memorandums of Understanding (MOUs), and eventual incorporation into the Trust.

Understanding, operating and developing the ethos of the Trust so that it becomes a centre of excellence where mutual respect, tolerance, care and support are evidenced in all of the Trust's activities and that this in turn ensures that everybody takes pride in all aspects of the Trust's work.

RESPONSIBILITIES

Strategy and Planning

- Develop and implement a proactive growth strategy aligned with the MAT's strategic objectives.
- Identify key target regions and types of schools that align with the Trust's ethos and vision.
- Monitor local and national education landscapes for opportunities (e.g. academisation trends, DfE policy).



Job Description

School Identification and Engagement

- Research and create a pipeline of suitable schools for potential incorporation.
- Develop and manage initial outreach strategies, including tailored communications and presentations.
- Initiate contact with school leaders, governors, and local authorities to gauge interest and alignment.

Relationship Management

- Establish and maintain strong, professional relationships with target schools.
- Organise and lead meetings, visits and workshops to introduce the MAT and its benefits.
- Act as a trusted advisor for school leaders throughout the consideration and conversion process.

Marketing and Promotion

- Design and implement marketing and communication materials tailored to different audiences (e.g., heads, governors).
- Represent the MAT at relevant events and networking forums.
- Work closely with colleagues to maintain a consistent and compelling MAT brand.

Due Diligence and Onboarding

- Coordinate the due diligence process in collaboration with Finance, HR, Operations, Legal and Education teams.
- Draft and negotiate MOUs and support schools through pre-conversion assessments.
- Facilitate smooth transition planning and project management for schools joining the Trust



Job Description

Reporting and Analysis

- Maintain accurate records of engagement activities, pipeline stages, and outcomes.
- Provide regular reports and strategic insights to the Executive Team and the Trust Board as required.
- Evaluate and refine the growth approach based on outcomes and feedback.

Health, Safety and Security

- Challenge intruders.
- Be aware of the responsibility for personal Health, Safety and Welfare and that of others who may be affected by your actions or inactions.
- Co-operate with the employer on all matters to do with Health, Safety and Welfare.

Safeguarding

- Deal with or report, to the nearest member of the teaching staff or Designated Safeguarding Lead, incidents that are seen or reported regarding students' welfare and behaviour.
- Report any concerns regarding the conduct of staff, visitors or volunteers to the Principal or CEO as appropriate.

Continuing Professional Development

- With your Line Manager, take responsibility for personal professional development, keeping up-to-date with developments related to efficiency, which may lead to improvements in the day-to-day running of the Trust's facilities.
- Undertake any necessary professional development as identified in the Trust's Improvement Plan taking full advantage of any relevant training and development available.

Other Requirements

- To promote and safeguard the welfare of children at the Trust's academies.
- To maintain confidentiality at all times.
- To be aware of and adhere to all Trust policies and procedures.
- To carry out any other duties as may be reasonably required by the CEO.
- To work in support of the Trust's Improvement Plan.
- To take time to read notices, keep to deadlines and carry out duties to the best of your ability.

Person Specification

	Essential	A/I	Desirable	A/I
Education and Qualifications	- Relevant professional qualifications - Ability to communicate clearly with all stakeholders	A/I A/I	- Graduate in related discipline - Relevant postgraduate qualification	A A
Professional Experience and Knowledge	- Significant experience in educational leadership or MAT growth roles - Proven track record of partnership working - Experience of managing or contributing to school conversion processes or similar change projects	A/I A/I A/I	- Evidence of professional qualifications in marketing - Existing network of contacts in the education sector	A A/I
Skills, Knowledge and Aptitude	- Exceptional interpersonal and communication skills, with the ability to influence and negotiate - Strategic thinker with analytical skills and commercial awareness - Excellent organisational and project management abilities - Strong presentation and writing skills for professional communications - Ability to work both independently and collaboratively with multiple stakeholders - Ability to build and maintain successful relationships with stakeholders and treat them consistently with respect and consideration	A/I A/I A/I A/I A/I A/I	- Ability to build and sustain strong professional networks - Comprehensive understanding of the process of MAT expansion and re-brokering	A/I A/I
Personal Qualities	- Professional approach - Able to liaise sensitively with colleagues and future professional partners - Enthusiasm, determination and an insistence on the highest standards - A commitment to diversity and equality	A/I A/I A/I A/I		

*A = Application/ References; I = Interview/ In-Tray Tasks



How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Will Bridge at Academicis, our recruitment partner, on **wbridge@academicis.co.uk** or by phone on **07825 346535 / 01223 907979**.

CLOSING DATE:

Friday 17th October 2025

SHORTLISTING:

Friday 17th October 2025

INTERVIEWS:

w/c 20th October 2025

UNITY
SCHOOLS TRUST



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Thorpe Road,
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