

LEADING LEARNERS

Guiding children to promising futures

Deputy CEO – Education

Recruitment Pack

November 2026

Welcome

Leading Learners Multi-Academy Trust is seeking an exceptional educational leader to join its executive team as Deputy Chief Executive Officer – Education. This is a significant appointment at an important point in the Trust's development.

Working in close partnership with the Chief Executive Officer, the postholder will provide executive leadership of educational quality and standards across the Trust, lead through a strong team of senior educational professionals and help shape the next phase of sustainable growth.

The Trust serves communities where disadvantage, vulnerability and additional barriers to learning are often significant. We are ambitious for every child and believe that background or circumstance should never determine a child's opportunities or life chances.

The opportunity

- Be a key strategic partner to the CEO and a full contributor to the executive leadership of the Trust.
- Provide strategic oversight and accountability for educational quality and school improvement across ten primary schools.
- Lead and develop the senior educational team, ensuring operational delivery is delegated effectively and improvement capacity is deployed where it has greatest impact.
- Help identify, evaluate and integrate new schools as the Trust grows.
- Build influential partnerships and represent Leading Learners across the regional and national education landscape.

Role at a glance	
Job title	Deputy Chief Executive Officer – Education
Salary range	L34-L38
Hours of work	Term time plus 5 - flexible
Organisation	Leading Learners Multi-Academy Trust
Reports to	Chief Executive Officer
Leadership level	Executive Leadership Team
Primary focus	Strategic educational leadership, quality and standards, leadership capacity and Trust growth
Phase	Primary
Start date	TBC

Job Description

1. Job purpose

The Deputy Chief Executive Officer – Education is a key executive leadership appointment within Leading Learners Multi-Academy Trust. Working in close partnership with the Chief Executive Officer, the postholder will share responsibility for shaping and delivering the strategic direction, educational ambition and future growth of the Trust.

The role will provide executive leadership of educational quality and standards across the Trust's schools, ensuring that every school delivers an excellent education and that all children, irrespective of their background or circumstances, have the opportunity to achieve and thrive.

The successful candidate will understand the complexity of serving communities experiencing significant disadvantage and will combine high expectations with a sophisticated understanding of the barriers that children, families and schools may face.

The postholder will provide strategic oversight, direction and accountability for school improvement, working through a highly effective team of educational leaders to secure sustained improvement. They will ensure that the Trust has the expertise, leadership capacity, systems and infrastructure necessary to deliver its educational ambitions.

A significant dimension of the role will be to work alongside the CEO in leading the Trust's growth and development. This will include identifying opportunities for expansion, evaluating potential new schools and ensuring that educational quality, organisational capacity and sustainable improvement remain central to the Trust's growth strategy.

This is a role for an exceptional strategic thinker who combines intellectual capability, educational expertise and executive leadership experience with the ability to inspire others, galvanise teams and translate ambition into meaningful and measurable impact.

Job Description

2. Executive and strategic leadership

- Work in close partnership with the CEO to shape and deliver the Trust's vision, strategic priorities and long-term development.
- Act as a key strategic partner and adviser to the CEO, providing expert educational insight, professional challenge and strategic perspective.
- Contribute fully to the collective leadership of the Trust, taking shared responsibility for organisational effectiveness, performance and future direction.
- Lead the development and implementation of the Trust's educational strategy, ensuring alignment between strategic ambition, school improvement priorities and organisational resources.
- Translate strategic priorities into clear plans, measurable outcomes and effective accountability arrangements.
- Provide strategic leadership across the Trust, ensuring coherence, consistency and high expectations while recognising the individual contexts and needs of each school.
- Anticipate emerging challenges and opportunities within the education sector and ensure that the Trust is well positioned to respond.
- Deputise for the CEO as required, representing the Trust with authority and credibility.

3. Executive oversight of educational quality and school improvement

- Provide executive leadership and strategic oversight of the quality of education, standards and performance across all Trust schools.
- Lead the development, implementation and evaluation of a coherent and effective Trust-wide school improvement strategy.
- Ensure that robust systems evaluate school effectiveness, identify emerging risks and determine appropriate levels of support, challenge and intervention.
- Hold senior educational leaders to account for the impact of their work and the progress of school improvement priorities.
- Ensure that improvement capacity, expertise and resources are deployed strategically to maximise impact.
- Maintain a clear and comprehensive understanding of the performance, strengths and development priorities of every school.

Job Description

- Ensure that the Trust can respond rapidly and effectively when schools require additional support or intervention.
- Promote the identification, sharing and implementation of effective practice across the Trust.
- Ensure that educational improvement is evidence-informed, drawing on research, national developments and professional expertise.
- Provide assurance to the CEO and Trustees that schools are delivering high-quality education and making sustained progress.
- Ensure that the Trust maintains an accurate, rigorous and evidence-informed approach to self-evaluation and external accountability.

4. Leadership of people and organisational capacity

- Build, lead and develop a high-performing senior educational leadership team capable of delivering the Trust's strategic ambitions.
- Create a culture of collective responsibility, professional accountability, collaboration and continuous improvement.
- Identify, develop and retain leadership talent across the Trust, ensuring effective succession planning and the development of future leaders.
- Provide strategic oversight of leadership development, ensuring that headteachers and senior leaders have the skills, confidence and capacity to lead effectively.
- Galvanise teams quickly around shared priorities, creating clarity, momentum and a strong sense of collective purpose.
- Build strong relationships with headteachers and senior colleagues, balancing professional support with constructive challenge and accountability.
- Ensure that leadership capacity develops in line with the Trust's growth and future organisational requirements.
- Promote an organisational culture in which colleagues feel valued, supported, challenged and ambitious for the children and communities they serve.

5. Inclusion, disadvantage and educational equity

- Champion the Trust's commitment to inclusion, equity and social mobility.
- Ensure that the educational needs of disadvantaged pupils, pupils with SEND and those experiencing vulnerability remain central to strategic decision-making.

Job Description

- Provide strategic oversight of the Trust's approach to improving attendance, behaviour, safeguarding, wellbeing and educational outcomes.
- Ensure that schools understand and respond effectively to the complex social and economic challenges affecting their communities.
- Promote high expectations for all pupils while recognising that different schools and communities may require different approaches and levels of support.
- Ensure that inclusion is embedded within the Trust's educational strategy, leadership culture and approach to school improvement.
- Develop strategic partnerships with external agencies and organisations to strengthen support for children and families.

6. Trust growth, expansion and development

- Work in partnership with the CEO to lead the Trust's growth strategy and identify opportunities for sustainable expansion.
- Contribute to the strategic identification and evaluation of schools and organisations that may be suitable to join Leading Learners.
- Lead or contribute to the educational aspects of due diligence, evaluating school performance, leadership capacity, educational needs and improvement potential.
- Assess the opportunities, challenges and resource implications associated with potential new schools.
- Develop strategic approaches to the successful integration of new schools, ensuring that relationships, leadership capacity and improvement priorities are established effectively.
- Ensure that the Trust's educational model, systems and structures are scalable and capable of supporting further growth.
- Help build the leadership capacity, expertise and infrastructure required to sustain an expanding organisation.
- Identify opportunities for collaboration, innovation and strategic partnership that strengthen the Trust's position and influence.
- Ensure that growth is underpinned by educational ambition, organisational capacity and financial sustainability.

7. External leadership, influence and partnerships

- Act as an ambassador for Leading Learners, communicating the Trust's vision, values and ambitions with confidence and credibility.
- Develop and maintain influential relationships across the regional and national education landscape.

Job Description

- Represent the Trust at strategic forums, professional networks, conferences and partnership meetings.
- Develop effective relationships with other MATs, local authorities, regional education organisations, universities, teaching school hubs and other partners.
- Contribute to wider educational debate, system leadership and the development of effective practice beyond the Trust.
- Identify opportunities to build strategic partnerships that enhance the work and influence of Leading Learners.
- Present complex educational and strategic issues with clarity, authority and persuasiveness to a range of audiences.

8. **Governance, accountability and assurance**

- Work closely with the CEO and Trustees to ensure effective educational accountability and assurance across the Trust.
- Provide high-quality strategic reports, analysis and recommendations to the CEO, Board and relevant committees.
- Ensure that robust systems monitor educational performance, identify risks and evaluate the impact of improvement strategies.
- Maintain an up-to-date understanding of statutory and regulatory requirements, Department for Education policy, inspection arrangements and relevant educational legislation.
- Ensure that safeguarding, inclusion and pupil welfare remain central to all aspects of educational leadership.
- Support the development of effective governance and accountability arrangements across the Trust.

9. General responsibilities

- Demonstrate an unwavering commitment to the Trust's vision, values and strategic ambitions.
- Promote equality, diversity, inclusion and safeguarding in all aspects of the role.
- Maintain the highest standards of professional integrity, confidentiality and conduct.
- Undertake other duties appropriate to the seniority and responsibilities of the post.
- Work flexibly across Trust schools and locations as required.

Job Description

10. Key working relationships

The Deputy CEO will work particularly closely with:

- Chief Executive Officer
- Board of Trustees and relevant committees
- Executive leadership team
- Headteachers and senior school leaders
- Trust central team
- Local authorities and regional and national education partners
- External agencies, professional networks and strategic partners

11. Indicative measures of success

The impact of the postholder will be evaluated through their contribution to:

- Sustained improvement in educational quality and outcomes across Trust schools.
- Effective strategic oversight and accountability for school performance.
- Increased leadership capacity and strength across the organisation.
- Improved outcomes for disadvantaged pupils and pupils with SEND.
- A strong, coherent and effective Trust-wide educational strategy.
- Successful integration and improvement of schools joining the Trust.
- Sustainable Trust growth and increased organisational capacity.
- Strong external relationships, partnerships and reputation.
- Successful delivery of the Trust's strategic plan.

Person Specification

The successful candidate will be an exceptional educational leader with the strategic insight, professional credibility and executive experience to help lead a growing multi-academy trust.

1. Qualifications and professional experience

ESSENTIAL	DESIRABLE
Qualified Teacher Status (QTS).	Experience as an Executive Headteacher.
Significant senior leadership experience within the education sector.	Experience as an Ofsted Inspector or in an equivalent external inspection role.
Substantial experience of working within a multi-academy trust.	Experience of working across both primary and secondary education.
Demonstrable experience of executive-level leadership, with responsibility extending beyond an individual school.	Experience of leading or contributing to MAT growth, school integration and organisational expansion.
A proven track record of leading and securing sustained school improvement across multiple schools.	Relevant additional leadership or professional qualifications.
Experience of leading and developing senior leadership teams and managing complex organisational priorities.	
Evidence of successful strategic leadership, organisational development and delivery of significant change.	

2. Strategic leadership and executive capability

ESSENTIAL	DESIRABLE
Exceptional strategic thinking and the ability to develop a clear vision and translate it into achievable organisational priorities.	Experience of contributing to the strategic leadership of a growing or complex organisation.

Person Specification

The ability to operate confidently at executive level, contributing to the overall leadership and strategic direction of a complex organisation.	Experience of working with Boards and executive teams on long-term organisational strategy.
A proven ability to influence, challenge and advise senior colleagues, including CEOs, Trustees and other executive leaders.	Experience of developing and implementing innovative approaches to educational leadership and improvement.
The ability to anticipate future developments, identify opportunities and respond strategically to emerging challenges.	
Experience of leading significant organisational change and securing commitment to new ways of working.	
The ability to balance strategic thinking with a clear understanding of operational realities.	
Exceptional analytical, evaluative and problem-solving skills.	
The professional confidence and judgement to make difficult decisions and provide constructive challenge.	

3. Educational expertise and school improvement

ESSENTIAL	DESIRABLE
An extensive and current knowledge of the education sector and the factors that secure high-quality education and sustained school improvement.	Experience of developing and implementing a Trust-wide school improvement strategy.
A proven ability to lead and oversee school improvement across multiple schools and different educational contexts.	Experience of leading improvement in schools facing significant and sustained challenges.
A sophisticated understanding of curriculum, teaching, learning, assessment and educational outcomes.	Experience of working across different phases of education.

Person Specification

The ability to evaluate school effectiveness, identify key improvement priorities and establish appropriate systems of support, challenge and accountability.	Experience of external inspection, school review or quality assurance.
Experience of leading through teams, setting strategic direction and holding senior educational professionals to account for impact.	
A detailed understanding of the challenges facing schools serving communities experiencing high levels of disadvantage.	
A strong commitment to improving outcomes for disadvantaged pupils, pupils with SEND and those experiencing vulnerability.	
A thorough understanding of the wider factors affecting educational achievement, including attendance, behaviour, safeguarding, poverty and family circumstances.	
The ability to use research, evidence, data and professional expertise to inform strategic decisions.	
A strong understanding of inspection, accountability and the wider national education policy landscape.	

4. Leadership, people development and influence

ESSENTIAL	DESIRABLE
Exceptional leadership and interpersonal skills, with the ability to inspire confidence and build strong professional relationships quickly.	Experience of coaching and mentoring headteachers and executive leaders.
A proven ability to galvanise, motivate and lead teams around a shared vision and common priorities.	Experience of leading leadership development programmes across a MAT.
Experience of building and developing high-performing senior leadership and executive teams.	Experience of leading teams through significant organisational change.

Person Specification

The ability to influence, negotiate and secure commitment from colleagues at all levels.	
Experience of developing leadership capacity, succession planning and talent development.	
The ability to provide effective professional support, coaching and constructive challenge to experienced senior leaders.	
A collaborative leadership style combined with the confidence to make difficult decisions and hold others to account.	
High levels of emotional intelligence, resilience and professional courage.	
The ability to build trust while establishing clear expectations and accountability.	

5. Trust growth and organisational development

ESSENTIAL	DESIRABLE
A strategic understanding of the opportunities and challenges associated with MAT growth.	Direct experience of school acquisition, educational due diligence or school integration.
The ability to contribute significantly to the identification, evaluation and development of new organisational opportunities.	Experience of developing or implementing a MAT growth strategy.
An understanding of the educational, leadership and organisational considerations involved in bringing new schools into a MAT.	Experience of working with schools in different stages of development and improvement.
The ability to ensure that educational quality and improvement capacity develop alongside organisational growth.	
Experience of building effective partnerships and collaborative relationships.	
The ability to identify opportunities for innovation, improvement and sustainable organisational development.	
An understanding of the importance of organisational capacity, resource deployment and financial sustainability in a growing Trust.	

Person Specification

6. Communication, presentation and external representation

ESSENTIAL	DESIRABLE
Exceptional oral and written communication skills.	Experience of presenting at regional or national educational conferences and forums.
Outstanding presentation skills and the ability to communicate complex issues with clarity, confidence and authority.	Experience of contributing to wider educational policy, system leadership or sector development.
The credibility and confidence to represent the Trust at regional and national level.	An established network of professional relationships across the education sector.
Experience of influencing senior stakeholders and developing effective strategic partnerships.	
The ability to communicate persuasively with a wide range of audiences, including Trustees, headteachers, external partners and government or sector representatives.	
Strong political awareness and an understanding of the wider educational landscape.	
The ability to produce high-quality strategic papers, reports and presentations.	

7. Personal qualities and values

ESSENTIAL	DESIRABLE
An absolute commitment to improving the life chances of children and young people.	
Intellectual ambition, forward-thinking and strategic curiosity.	
Exceptionally high expectations of themselves and others.	
Energy, drive, determination and resilience.	
Decisiveness, adaptability and confidence operating in a complex and changing environment.	

Person Specification

Humility, integrity, openness and professional courage.	
Emotional intelligence and the ability to understand different perspectives and build effective relationships.	
The ability to challenge constructively, influence positively and hold others to account.	
A genuine passion for inclusion, equity and social mobility.	
Alignment with the values, ethos and educational ambition of Leading Learners.	
The ambition and appetite to contribute to the next phase of the Trust's development and growth.	

8. Other requirements

- An absolute commitment to safeguarding and promoting the welfare of children.
- Commitment to equality, diversity and inclusion.
- Willingness to work across all Trust schools and locations.
- Satisfactory pre-employment checks, including an enhanced DBS check.

The person we are looking for

We are seeking an exceptional educational leader to join Leading Learners at an exciting and pivotal point in its development.

You will be an experienced executive leader with a strong track record of securing educational improvement across multiple schools and the strategic capability to help shape the future of a growing multi-academy trust.

Working in close partnership with the CEO, you will provide the educational leadership, insight and challenge necessary to secure excellence across our schools while helping to build the capacity and partnerships required for sustainable growth.

You will be an intellectually strong and forward-thinking leader, able to see opportunities, navigate complexity and bring clarity and momentum to challenging situations. You will have the credibility to engage with experienced headteachers and senior leaders, the confidence to represent the Trust externally and the ability to build and galvanise highly effective teams.

You will understand the challenges facing schools in communities experiencing significant disadvantage and share our determination to ensure that every child receives an excellent education.

Above all, you will be motivated by the opportunity to make a significant difference, not simply within individual schools but across an organisation committed to improving the lives and life chances of thousands of children.

Application and Selection

Please send your completed application form and your letter of application, no longer than two sides of A4 (font size 11) via email to **yvonne.brown@leadinglearnersmat.co.uk**.

In your letter please refer to and give examples of:

- The skills and expertise that you will bring to the role evidenced through examples of your successes to date
- How you meet the wider job description and person specification

Your completed application should be received by **5pm on Friday 13th November 2026.**

Interviews will be held in **November.** The exact date is to be confirmed.

Leading Learners Multi-Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Applicants must be willing to undergo child protection screening appropriate to the post, including satisfactory references and an enhanced DBS check.

Please do not hesitate to contact Sonia Green, Head of Operations, at sonia.green@leadinglearnersmat.co.uk if you require any further information.



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