

BATH & WELLS Multi Academy Trust

'That they may have life, life in all its fullness' John 10:10

Bath & Wells Multi Academy Trust	
Job Title:	Chief Executive Officer
Location:	Wells
Salary Range:	£110,000-£140,000 depending on candidate
Reports To:	Chair of the Board of Trustees
Full/part time	Full Time

The Aim of The Bath & Wells Multi Academy Trust:

To ensure that every school within the Trust provides an outstanding education for every child, rooted in its distinctively Christian ethos.

Bath & Wells Multi Academy Trust Mission Statement: John 10:10 'That they may have life, life in all its fullness'

The Bath & Wells Multi Academy Trust's mission is to provide an education which is life-enhancing for every child. We promise an experience which is lovingly inclusive to all pupils.

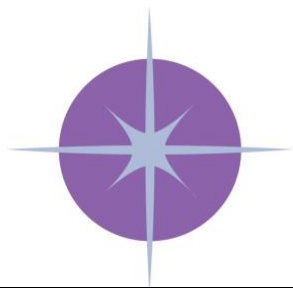
Job Purpose

- To work closely with the Chair, Non-Executive Trustees and Senior Leadership Team to develop, implement and monitor the strategic vision, aim and associated business plan so that it is understood and acted upon by all key stakeholders, especially individual schools.
- To actively facilitate effective partnership working with the wider Diocesan Education Team and schools in achieving the Aim and Mission of the Trust.
- To work with the Chair of the Board in ensuring accountability and informed decision making at the appropriate level of management or governance, exercising financial and management controls to manage expenditure, income levels and legal compliance at all levels.
- To be an outstanding leader in providing senior and strategic leadership for all Trust staff.
- To act as an advocate and public face for the Trust, using influencing skills to maximise the profile of the organisation and promote the organisation's core purpose and values.
- To be a leader driven by a commitment to creating the best possible education opportunities for young people within the Trust, in order to raise aspirations and transform lives.

Main Responsibilities and Duties

Leadership

- To lead on the development of the Trust's vision, strategy and business plan, carrying it forward to ensure its implementation into practice.
- To ensure that the Trust has clearly communicated vision, ethos and values that are consistently applied across the Trust, and that its aims and objectives clearly translate into all areas of work.
- Alongside the Board, to develop and maintain the Christian ethos of the Trust.
- To ensure excellent leadership across the organisation.
- To be responsible for the leadership of staff working for the Trust, including those who are managing academies and for the management, quality and administration of the organisation.



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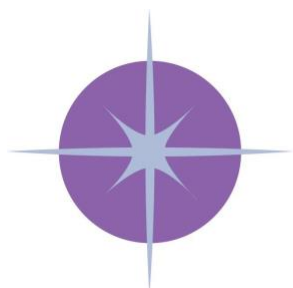
- To promote the development and maintenance of high standards within the central team and across all Trust schools.
- To ensure that appropriate effective and efficient partnerships are built with other schools and services outside the Trust.
- To ensure effective communication and consultation with all stakeholders.
- To ensure that coherence and genuine collaboration is created across the Trust so that schools are enabled to work together to bring about improvements.
- To keep abreast of educational developments and best management practice in order to introduce appropriate innovation.
- To seek opportunities to expand and promote the work of the Trust.

Governance

- To ensure that the Trust's aims, objectives and business plan are regularly reviewed by Trustees.
- To sit on the Trust Board of Trustees as an Executive Director and to ensure that the corporate governance arrangements are both effective and fully compliant with all legislative requirements.
- To ensure that robust self - evaluation processes are developed and implemented within the Board of Trustees and at all levels of the organisation in order to determine the programme of differentiated intervention.
- To develop an appropriate and effective governance and management model in an expanding context, while retaining accountability and minimising bureaucracy.

Management

- To oversee the deployment, training and performance management of the central Senior Leadership Team.
- To oversee Headteachers' performance management process as delegated within the scheme of delegation.
- To provide line management to direct reports and holding them to account as appropriate.
- To oversee the implementation of the Trust performance management policy.
- To ensure progress and implementation of decisions made by the Board of Trustees.
- To implement effective strategies for leading and managing change.
- To monitor and advise on organisational structures to best meet the Trust's strategic and business objectives and to secure the resources (human & financial) to achieve this.
- To be Accounting Officer for the Trust.
- To formally intervene in schools causing concern and ensure improvement is delivered.
- To maintain leading edge knowledge and understanding of effective school improvement through research.
- To provide high quality support to academies both pre and post conversion to help them achieve excellence and ensure that good and outstanding learning and teaching are developed and maintained.
- To act as the Trust Trustees' nominated professional representative to support the selection process for leadership roles within schools.
- To contribute to the development and maintenance of appropriate practices and policies for the Trust.
- To liaise proactively with external partners and provide them with information/data as needed on behalf of the Trust.
- To chair and attend panels and working groups as appropriate.



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- To undertake other duties and responsibilities as may be required to fulfil the role.

Supervision and Management

- Direct line management of the Senior Leadership Team
- Line management of a personal assistant

Problem Solving and Creativity

- Take a rigorous and inclusive approach to problem solving across the Trust.

Key Contacts and Relationships

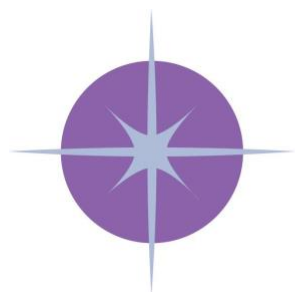
- Board of Trustees
- Director of Learning & Achievement
- Chief Financial Officer
- Director of HR
- Director of Operations
- Headteachers
- Local Governing Board Chairs and Governors
- Trust Central team
- Diocesan Education Department
- Regional Schools Commissioner & Head Teacher Board
- Department for Education
- Local Authorities

Decision Making

- Within the scheme of delegation in accordance with the ethos of the Trust.

Working Environment

- Regular travel throughout the Trust area.
- Some meetings out of hours.



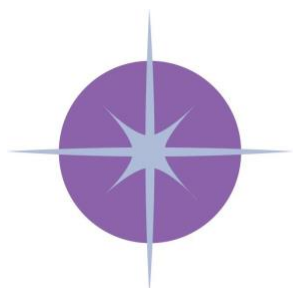
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PERSON SPECIFICATION

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Location:	Wells

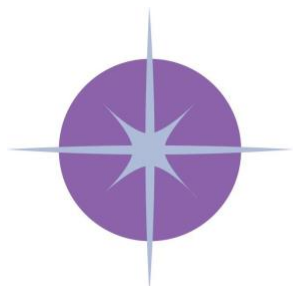
KEY CRITERIA	ESSENTIAL	DESIRABLE
Qualifications and Experience	<ul style="list-style-type: none">• Degree level qualification• Experience of working as a senior leader within a medium/large organisation• Experience of effectively managing others at a senior level• Experience in organisational resource and financial management• Experience of supporting successful organisational improvement• Experience of writing, presenting and successfully implementing policy and strategy and recommending appropriate future action• Experience of effective partnership working and of developing good working relationships with all stakeholders• Experience in the analysis and evaluation of performance data• Evidence of collaborative and inspirational leadership skills	<ul style="list-style-type: none">• Previous experience of successful senior leadership in an educational environment
Knowledge	<ul style="list-style-type: none">• Understanding of key stakeholders and context of each	<ul style="list-style-type: none">• Understanding and knowledge of school organisation, education legislation and the school inspection criteria.• Detailed knowledge and understanding of education and school improvement models and processes and of what makes teaching, learning and assessment effective• Understanding of Multi Academy Trust governance.



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Skills and Abilities	<ul style="list-style-type: none"> • Evidence of collaborative and inspirational leadership skills • Proven ability to develop, communicate and successfully implement strategies • Ability to challenge underperformance and communicate high expectations to all • Deliver results through excellent leadership • Ability to successfully manage and adapt to change • Proven ability to generate and deliver collective vision and shared purpose • Ability to collect evidence and make sound judgements against agreed criteria • Effective organisational skills • Advocacy, facilitation and negotiation skills • Able to lead and communicate the Christian ethos of the Trust • Excellent interpersonal skills with personal credibility to challenge , coach and influence at Senior Level • Ability to innovate, finding creative solutions to problems and encouraging others to work innovatively • Willingness to take calculated risks • To role model exemplary behaviours and values of the Trust 	<ul style="list-style-type: none"> • Successful track record of improving school standards and results, across an organisation
Work-related Personal Requirements	<ul style="list-style-type: none"> • Sympathetic to the Christian faith • Demonstrable personal enthusiasm and commitment to leadership aimed at making a 	<ul style="list-style-type: none"> • To be a practicing Christian



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	<p>positive difference to children and young people and raising standards</p> <ul style="list-style-type: none">• Commitment to support the aims of the Trust• Commitment to Church schools• Ability to travel around the Trust area in order to carry out duties	
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