

# Chief Education Officer (Secondary)

Application Pack

Dear Colleague,

Thank you for your interest in the post of Chief Education Officer (Secondary) at Altus Education Partnership. Altus was formed in 2017 from Rochdale Sixth Form College, an Ofsted Outstanding provider, out of a clear moral purpose: to raise educational standards and widen opportunity for young people across the borough of Rochdale. That commitment remains at the heart of our work.

The Trust currently comprises five academies serving around 5,000 pupils and students:

- **Rochdale Sixth Form College (RSFC)** – established in 2010 to address historic underachievement at A level in the borough and now recognised nationally as a centre of excellence. It is Ofsted Outstanding, Sixth Form College of the Year 2021, and consistently one of the highest performing colleges in the country.
- **Edgar Wood Academy** – a new secondary school opened in 2021. Following a challenging start, the school is building momentum, strengthening the quality of education and establishing a clear identity within the community.
- **Kingsway Park High School** – an Ofsted Good secondary school with a strong track record and improving outcomes.
- **Bamford Academy** – an Ofsted Good primary school with a reputation for high expectations and strong community engagement.
- **Caldershaw Primary School** – an Ofsted Outstanding primary school and one of the highest performing and most oversubscribed schools in the borough.

Altus is now entering a significant phase of growth. A number of schools are working with us through Trust Partnership Agreements, and it is realistic to anticipate that within three years the Trust could double in size. Alongside this, we have developed strong and distinctive partnerships across the borough, including a formal Memorandum of Understanding with Hopwood Hall College to strengthen curriculum coherence and post-16 transition. As we grow, we are committed not only to maintaining high standards of education, but also to deepening our inclusive approach, working with mainstream and specialist partners to ensure that all young people, including those with additional needs, are able to thrive within their local community.

The Chief Education Officer (secondary) will play a central role in this next stage of development. As a key member of the Trust's executive team, you will line manage the headteachers of Kingsway Park High School and Edgar Wood Academy and provide clear educational direction across our secondary phase. The role is both strategic and operational: securing consistently high standards, strengthening curriculum coherence, supporting leadership development, and ensuring that growth does not dilute quality.

We are seeking an experienced and thoughtful leader who can demonstrate sustained impact on standards and outcomes, and who brings a principled, evidence-informed approach to school improvement. The successful candidate will combine high expectations with professional humility, and will share our commitment to ethical leadership and community-rooted education.

If you are inspired by what we are seeking to build in Rochdale, I would be delighted to receive your application. Full details are contained within this pack. Should you wish to arrange a visit to any of our academies or discuss the role further, please do not hesitate to contact me. Please contact Amanda Thomson on 01706 769824 or [a.thomson@altusep.com](mailto:a.thomson@altusep.com). We are also working with Navigate NDC as our recruitment partner and Raymond Kelly who can be contacted on 01625 800862 for a confidential discussion.

I very much look forward to hearing from you.

Yours faithfully



**Richard Ronksley**  
CEO

## **Making your application**

I hope that when you read this pack you are inspired to apply for the post. If you are, then this is what you need to do:

### **Application**

To apply, please visit our website [Our Vacancies - Altus Education Partnership](#) and apply through **My New Term**.

### **Deadline**

The deadline for the post is **Tuesday 31<sup>st</sup> March 2026**, to arrive no later than 12.00 midday.

Shortlisting will take place on 2<sup>nd</sup> April 2026 and candidates will be informed if they have been shortlisted on 3<sup>rd</sup> April 2026.

### **Shortlisting**

Regrettably, we are unable to inform candidates who have not been shortlisted. If you do not hear from us, please consider your application unsuccessful this time.

### **Interview Dates**

Interviews will be held on 22<sup>nd</sup> and 23<sup>rd</sup> April 2026.

### **Salary**

Appointment will be made on the nationally agreed **Schools Leadership Pay Spine Scale points L38 – L42 (£128,447 - £141,693)**

### **Start Date**

1<sup>st</sup> September 2026

### **Next Steps**

1. Visit [Our Vacancies - Altus Education Partnership](#) or
2. Arrange a visit or speak to our CEO Richard Ronksley : Please contact Amanda Thomson on 01706 769824 or [a.thomson@altusep.com](mailto:a.thomson@altusep.com) or
3. Contact Raymond Kelly at Navigate NDC for a confidential discussion on 01625 800862

*Altus Education Partnership is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. This position is subject to an Enhanced DBS check under the Rehabilitation of Offenders Act 1974.*

*In accordance with the recommendations set out in KCSIE the Trust carries out online searches on shortlisted candidates. It is also Trust policy to contact at least 1 reference prior to interview.*

## **Altus Education Partnership Vision, Mission and Values**

### **Our Vision & Mission**

To advance education in the borough of Rochdale and its surrounds so that young people lead happy and fulfilling lives and make positive differences to their communities and society.

### **Our Values**

At every level of the Trust, we fully subscribe to the Seven Principles of Public Life. Regardless of legal status, we expect a similar commitment from those with whom we work.

In addition, we are:

- Committed to improving the lives of our students
- Clear on our approach to inclusivity and excellence
- Dedicated to the borough of Rochdale, its communities, and its surrounds
- Accountable for our actions. We will always seek solutions, not blame
- Responsible for one another. If one fails; we pull together. If one succeeds; we celebrate. Success or failure; we all learn
- We do what we say we'll do, and we do it well

### **The Ambition is that by the time students leave they will:**

- Have achieved their personal academic potential giving them a greater choice in life
- Have the highest aspirations and developed the self-esteem, confidence, and emotional resilience to exploit their potential
- Be contributing members of the community and have compassion for others
- Be able to celebrate their success and that of others
- Have developed the confidence to overcome barriers to success
- Be articulate, creative, and prepared for future growth and learning
- Be happy!

### **Shared Objective for all Staff: Enabling students to achieve their very best**

- Everything we do at Altus Education Partnership is directed towards helping our students achieve their very best.
- We do this by engaging students in their learning, maintaining high expectations of what they can achieve, and creating an environment where effort, curiosity and ambition are encouraged.
- Above all, we value our students and show this in the way we work with them every day.

## Job Description

<b>Job Title:</b>	Chief Education Officer (Secondary)
<b>Reports to:</b>	Chief Executive Officer
<b>Contract:</b>	Full-time – Permanent – 37 hours a week
<b>Salary:</b>	<b>Schools Leadership Pay Spine Scale points L38 – L42 (£128,447 - £141,693)</b>
<b>Start Date:</b>	September 2026

### Role Overview and Responsibilities

We are seeking an exceptional and principled leader to serve as Chief Education Officer (Secondary) for Altus Education Partnership. The successful candidate will bring a strong track record of securing sustained improvement in secondary education, raising standards in diverse contexts, and building leadership capacity across multiple institutions.

As a senior member of the Trust’s executive leadership team, you will provide strategic direction for all secondary provision within the Trust. You will set and safeguard the standard for educational quality, curriculum coherence, inclusion and student outcomes, ensuring that growth strengthens rather than dilutes excellence.

You will line manage secondary headteachers and relevant central leaders, holding them rigorously to account while developing strong, self-improving leadership teams. This is a role that requires intellectual clarity about what constitutes a high-quality education, moral courage in decision-making, and the operational discipline to deliver improvement at scale.

### Strategic Responsibilities

- Embody the Trust’s values.
- Define and secure a clear, ambitious standard for secondary education across the Trust.
- Provide executive oversight of educational performance, safeguarding and curriculum quality.
- Hold secondary headteachers to account for standards and improvement trajectories.
- Lead Trust-wide secondary improvement strategies, ensuring alignment between school development, Trust growth and long-term sustainability.
- Strengthen system leadership and succession planning across the secondary phase.
- Ensure that Trust expansion enhances educational consistency, expertise and outcomes.
- Ensure regular, open communication with the CEO, working to enable the Trust Board to meet its responsibilities.
- Lead key initiatives as directed by the CEO.

## **Teaching and Learning**

- Define and secure an ambitious, knowledge-rich curriculum model across the secondary phase, ensuring coherence, depth and strong progression.
- Establish and maintain uncompromising standards for the quality of teaching, learning and assessment across all secondary academies.
- Lead robust phase-wide systems for monitoring educational quality, using data, benchmarking and professional review to secure sustained improvement.
- Identify, validate and scale highly effective practice across the Trust to strengthen consistency and impact.
- Ensure that inclusive practice and strong pastoral systems are embedded, so that all pupils are supported to achieve and thrive.
- Work with secondary headteachers to build aspirational, disciplined and inclusive cultures within each academy.

## **Systems and Processes**

- Provide executive oversight of Trust-wide self-evaluation and quality assurance processes across the secondary phase.
- Ensure high-quality performance reporting to the CEO and Trust Board, enabling informed strategic decision-making.
- Advise the Executive Team and Trust Board on standards, improvement strategy and associated resource implications.
- Embed a culture of professional accountability that recognises excellence, develops leadership capacity and addresses underperformance in line with Trust policy.
- Ensure that systems support strong student progression and successful transition to further education, higher education, apprenticeships or employment.

## **Contribution to Altus Education Partnership**

- Lead Trust-wide secondary professional development strategy and high-impact CPD programmes.
- Oversee and quality assure peer review processes across academies.
- Develop and deploy system leaders to strengthen capacity across the Trust.
- Support the recruitment, development and retention of high-quality teachers and leaders, including full compliance with the Early Career Framework.
- Broker and coordinate effective school-to-school support to secure improvement where needed.
- Champion research-informed practice and contribute to the Trust's evidence-based approach to improvement.

## **General responsibilities**

- Be aware of and comply with policies and procedures relating to safeguarding, health, safety and security, confidentiality, and data protection, reporting all concerns to an appropriate person
- Be aware of and support diversity to help ensure everyone has equal access to the Trust's services and feels valued, respecting their social, cultural, linguistic, religious, and ethnic background.

- Undertake personal development through training and other learning activities including performance management as required.

This job description is a representative document. Other reasonably similar duties may be allocated from time to time commensurate with the general character of the post and its grading. The person appointed will be expected to work flexibly and the exact nature of the duties described above is subject to periodic review and is liable to change.

# Person Specification

		Assessed by:		
No.	CATEGORIES	Essential/ Desirable	App Form	Interview
<b>QUALIFICATTIONS</b>				
1.	Qualified Teacher Status	E	√	√
2.	Appropriate academic or professional qualification at degree or higher degree level	E	√	√
3.	Evidence of recent and relevant CPD	E	√	√
4.	Full driving licence	E	√	
<b>EXPERIENCE</b>				
5.	Substantial successful record of teaching, achieving outstanding results and having personal impact	E	√	√
6.	Significant and successful experience as a headteacher or principal	E	√	
7.	Experience of working across a group of institutions	E	√	
8.	Experience of working with governors/trustees	E	√	
9.	A strong and evidenced commitment to inclusive education and a proven ability to secure positive outcomes for pupils regardless of their needs or background.	E	√	
10.	Proven and demonstrable experience of sustained school improvement	E	√	√
11.	Outstanding classroom practitioner	E	√	√
12.	Experience of professionally developing staff including coaching and mentoring	E	√	√
<b>ABILITIES, SKILLS AND KNOWLEDGE</b>				
13.	Ability to set and achieve demanding performance targets and to effectively manage identified underperformance	E	√	
14.	Ability to prioritise, work efficiently and accurately, particularly under pressure and tight deadlines	E	√	
15.	Understanding of what an intelligently sequenced and delivered curriculum looks like	E	√	√

16.	Understanding of current developments in education, and of relevant qualification frameworks	E	√	√
17.	Ability to write incisive reports and speak in public effectively	E	√	
18.	Ability to promote the Trust in the wider community	E		√
19.	Strong verbal and written communication skills	E	√	√
20.	Being available and approachable to staff at all levels	E	√	√
21.	Skilled in understanding how to embed a culture of outstanding performance, safeguarding, and student support.	E	√	√
22.	Excellent IT skills, including the ability to use MS Office software packages	E	√	√

### PERSONAL CHARACTERISTICS

23	An unwavering commitment to the inclusive vision, mission and values of the Trust	E	√	√
24.	A resilient, determined, positive and creative approach	E		√
25.	Sound judgement, integrity and consistency, particularly when under pressure	E		√
26.	Empathy, affability and positivity – ‘can do attitude’	E		√
27.	Confidence, influence and gravitas	E		√
28.	Resilience and high degree of motivation – a self-starter	E		√
29.	Tact and diplomacy	E		√
30.	Interpersonal and communication skills of a high order, applicable to a range of audiences	E	√	√
31.	Concern for the individual and team needs and the ability to cater for both	E	√	√
32.	High degree of emotional intelligence	E		√
33.	Able to attend meetings during the evening	E	√	√
34.	Flexible	E		√

### COMMITMENT

35.	To the vision, mission and values of the Trust	E	√	√
36.	To teaching and learning as the first priority	E	√	√

37.	To valuing the individual and boosting self-worth and self-belief of <u>all</u> young people	E		√
38.	To outstanding student progress and attainment	E	√	√
39.	To high standards and expectations with no accepting of second-best – students and staff	E		√
40.	To promoting equality of opportunity	E		√



## BRINGING EDUCATION TOGETHER

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