



***Candidate Brochure
Chief Education Officer***



THE DEAN TRUST
Believe Achieve Succeed

Chief Education Officer

Job Summary

SALARY:

£150,000-£160,000 plus car allowance of £5,000 in addition to travel expenses

START DATE:

1st September 2026

WORKING PATTERN:

Full time. All year round

CONTRACT:

Permanent

LOCATION:

To be determined on appointment:

Knowsley, Manchester or Wigan for main office

Extensive regional travel required

KEY RELATIONSHIPS:

CEO, Headteachers, Directors of

Standards and Executive Team, CST,

DfE Regional Directors and Ofsted

ACCOUNTABLE TO:

Chief Executive Officer

The Dean Trust is seeking to appoint an exceptional and inspirational **Chief Education Officer** to lead and drive educational excellence across our family of Schools.

This is a pivotal executive leadership role, accountable to the Chief Executive Officer and operating with delegated authority to deliver sustained school improvement across the Trust. The postholder will deputise for the CEO as required and act as a senior ambassador for The Dean Trust, working closely with Headteachers, Directors of Standards, the Executive Team, governance bodies, the DfE and Ofsted.

You will be responsible for shaping and delivering the Trust's all-through education strategy, ensuring continuity, progression and consistently high standards across all phases and schools.

The Dean Trust is a values-led organisation committed to transforming lives through education. As Chief Education Officer, you will play a defining role in shaping the future of our Schools, leading a talented team and making a lasting impact on communities across our regions.

You will be a highly credible, values-driven system leader with a strong track record of improving outcomes across multiple schools or academies.

The Dean Trust is an equal opportunities employer committed to ensuring inclusion, diversity and equality of opportunity. We welcome applications from a diverse range of candidates including those from underrepresented groups and/or with protected characteristics.

The Dean Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All post holders are subject to pre-employment safeguarding checks, including an enhanced Disclosure and Barring Check.



Main Purpose of the Role

The Chief Education Officer is accountable to the CEO and acts with the authority to deliver school improvement across all schools. The role will deputise for the CEO and act as an ambassador for the organisation. The role will work closely with the CEO, specifically:

- To champion and promote the vision, mission, purpose and values of The Dean Trust
- To create a sense of belonging to the family of schools
- To deputise for, advise, serve and assist the CEO in leading education throughout the Trust
- To be responsible and accountable for the planning and delivery of the strategy for all-through education across all schools to ensure there is continuity and progression across all key stages and phases of education
- To direct, advise, guide and support the Directors of Standards with the delegated responsibilities as set out in the Scheme of Delegation; ensuring that they are aligned to the organisation's vision and ethos and have effective, consistent strategies in place for securing rapid and sustained educational progress, assuring the Board with effective reporting and evidence of improvement, statutory compliance and gaining organisational alignment in The Dean Trust approaches
- To play a lead role in the Executive Team, working with C-suite leaders to ensure that the schools' business offer is fit for purpose and focused on enabling education
- To lead and manage major risks and escalation from schools
- To lead key initiatives as directed by the CEO.

Key Responsibilities

CHAMPIONING THE DEAN TRUST ETHOS

- To be a champion of The Dean Trust ethos
- To direct, advise, guide and support the Education Team
- To work with the CEO around community partnerships in order to ensure integration of The Dean Trust work at all levels
- To attend key events in the life of schools in the organisation as The Dean Trust representative
- To directly support the CEO in The Dean Trust, working as a systems leader with the DfE
- To attend LGC and any other governance meetings as appropriate
- To take on any other agreed responsibilities.

SCHOOL IMPROVEMENT

- To direct, advise, guide and support the Directors of Standards, Director of Systems Leadership and wider Education Team in all aspects of The Dean Trust Improvement Strategy
- To be directly involved in strategic and tactical issues, providing capacity and support for the CEO
- To support the promotion of new schools in the Trust and oversee their development with the projects team
- To be responsible for the school improvement systems in place and mandated school systems
- To liaise with DfE Regional Directors and the local authorities in all regions and assist the CEO to develop all strategic partnerships that will further support the work and effectiveness of the schools
- To lead the Education Team in driving forward performance, standards and quality of education in The Dean Trust
- To lead the Education Team in analysing a range of regional and school-level data
- To support the Education Team in the interpretation and use of data in order to raise standards
- To ensure that the necessary actions needed to bring about improvement are implemented quickly and effectively and to ensure that such actions have the required impact
- To lead the Education Team to develop and disseminate highly effective practice across the Trust
- To contribute to pre-Ofsted and other learning reviews
- To be the point of contact for the Directors of Standards and business teams for dealing with all critical incidents in the region
- To be proactive in understanding current local, national and international policy, practice and research in relation to schools working in different contexts and advise accordingly.

TO PROVIDE DIRECTION, ADVICE, GUIDANCE AND SUPPORT FOR THE DIRECTORS OF STANDARDS AND THE EDUCATION TEAM

- Within the Target Setting Policy, to work with the CEO to set, agree, and monitor challenging and meaningful targets for improved achievement in each school
- To conduct with the CEO, the performance reviews of the Directors within the Education Team
- To lead the Education Team and work in partnership with the People Directorate to ensure that effective strategies are in place to develop teachers, teaching support staff, leaders and leadership across the Trust
- To work with the Education Team to achieve economies of scale across the schools, by sharing resources and expertise across schools and regional hubs
- To be involved in the recruitment process of all Headteachers, Executive Headteachers and C-Suite appointments.

ENSURING THE EFFECTIVE DELIVERY OF SERVICES FROM THE DEAN TRUST

- To work in partnership with the Executive Team to plan, monitor and review the structure, priorities and delivery of services that will effectively support education

- To work with the Executive Team on major organisational change projects across the Trust
- To work with the Executive Team on key staffing issues and organisational risks
- To work with the Executive Team on major budget issues facing the Trust
- To review monthly budget statements for each regional hub, and to follow up any significant concerns relating to budget forecasts (in conjunction with the CFO) and the annual budget for each regional hub
- In the event of absence, provide cover for the Director of Standards and the line management of their schools, also supporting an Executive Headteacher who may be involved in covering this absence.

TO LEAD AND MANAGE RISKS

- To be responsible for managing high level risks across the Trust, working with the Executive Team to initiate, project manage and resolve both strategic and tactical issues as they emerge, ensuring that all stakeholders are kept well informed throughout the change process.

All employees have the responsibility to:

- Ensure any documentation produced is to a high standard and is in line with the brand style
- Be aware and comply with all policies and procedures relating to safeguarding, child protection, health, safety and security, confidentiality and data protection, reporting all concerns to the appropriate person
- Participate in training and other learning activities as required
- Participate in the school's People Development Process
- Provide appropriate guidance and supervision and assist in the training and development of staff as appropriate
- To represent the school/academy at events as appropriate
- To support and promote the school/academy ethos
- To undertake any other duties and responsibilities as required that are covered by the general scope of the post
- To undertake any other reasonable duties at the request of the Chief Executive Officer

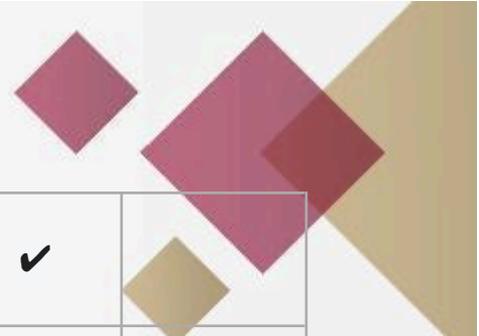
All post holders must comply with The Dean Trust professional standards. The job description will be reviewed as necessary and is subject to modification and amendment at any time after consultation with the post holder.

Whilst every effort has been made to explain the key responsibilities of this post, this job description is not intended to be exhaustive and every individual task undertaken may not be identified.

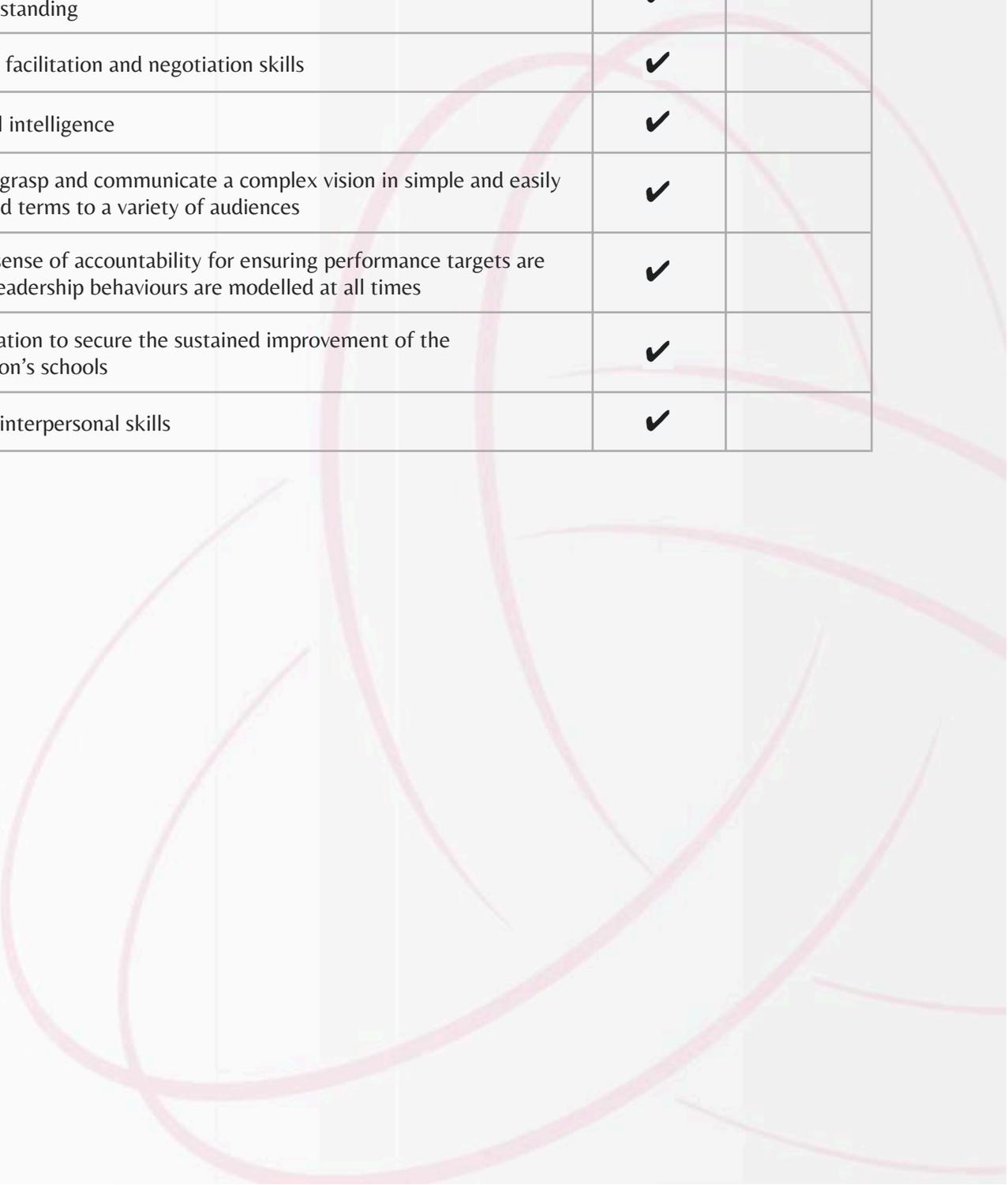
Person Specification

	Essential	Desirable
Qualifications		
General education to degree level (or equivalent)	✓	
Professional teaching qualification	✓	
Evidence of recent and relevant professional development	✓	
Safeguarding Level 3, held either currently or in a previous post	✓	
National Leader of Education		✓
Accredited as an Ofsted Inspector		✓
Experience		
Experience operating at a Director Level or above in a Multi- Academy Trust, Local Authority or the DfE	✓	
Demonstrable experience of securing rapid and sustained improvement as a school leader and taking a school/s or Academy/ies to at least Good or Outstanding in the OFSTED framework	✓	
Experience of sustaining successful senior leadership posts in more than one school or Academy	✓	
Successful recent experience of Trust leadership or as a member of an LA/regional/national school improvement team	✓	
Recent experience of leading and managing educational initiatives at school, LA, or regional/national level	✓	
Demonstrable experience of raising and sustaining standards in schools, with a strong track record of improving outcomes across multiple schools	✓	
Experience of leading and managing innovation and change	✓	
Experience of monitoring, evaluating and improving the quality of educational provision	✓	

Experience of Performance Management processes to maximise the contribution of senior colleagues	✓	
Experience of managing disparate teams across different business functions	✓	
Experience of systems leadership to bring about improvements across an organisation, embedding efficient and lean systems that ensure a quality service and value for money	✓	
Experience of financial resource management and budget scrutiny		✓
Proven track record in developing educational strategies across multiple schools to deliver sustained progress and achievement		✓
Proven track record of leading highly effective teams and developing/embedding an organisational culture across multiple schools		✓
Knowledge		
Ability to interpret complex quantitative and qualitative data and use this analysis to inform planning, support and challenge	✓	
Understanding and experience of system leadership	✓	
Ability to develop processes that encourage the sharing of best practice across schools in the region	✓	
Ability to build capacity in colleagues through coaching or mentoring and brokering/delivering INSET	✓	
Ability to pursue challenging and rigorous questions and probe explanations	✓	
Ability to build and develop strategic partnerships	✓	
Awareness of what makes a successful recruitment campaign and experience of engaging and appointing the best leaders	✓	
Knowledge of statutory governance requirements including Health and Safety and Safeguarding	✓	
Skills and abilities		
Passionately committed to safeguarding and the welfare and wellbeing of children and young people	✓	
Emotionally resilient and therefore patient and persevering with challenging behaviours and attitudes	✓	



To be hopeful, honest and always act with integrity, taking a rigorous approach to improving standards in order to ensure transformation of students' lives and their wider communities	✓	
Able to demonstrate and communicate The Dean Trust ethos in your behaviours and actions	✓	
Positive and enthusiastic and able to help others be the same	✓	
Able to keep a sense of proportion by acting with self-control	✓	
To have high aspirations and a commitment to excellence, and to role model this behaviour to others	✓	
Self-disciplined and able to reflect and learn in order develop wisdom and understanding	✓	
Advocacy, facilitation and negotiation skills	✓	
Emotional intelligence	✓	
Ability to grasp and communicate a complex vision in simple and easily understood terms to a variety of audiences	✓	
A strong sense of accountability for ensuring performance targets are met and leadership behaviours are modelled at all times	✓	
Determination to secure the sustained improvement of the organisation's schools	✓	
Excellent interpersonal skills	✓	



How to apply

If you would like to apply for this role please apply through our online recruitment site which is available via:

careers.thedeantrust.co.uk

Application Closing Date: 9am on Monday 9th February 2026

Interview Date: Friday 13th February 2026

Please contact Chris Gartner on 07454679918 or via email at chris.gartner@thinkrecruitment.co.uk for a confidential discussion about the role or to arrange a visit

