



Alexandra Academy Trust

CEO Recruitment Pack

Welcome from the Chair of Trustees

Thank you for your interest in the role of Chief Executive Officer (CEO) at the Alexandra Academy Trust. Following the planned retirement of our highly respected CEO, we are seeking an exceptional and visionary leader to guide our successful and ambitious Trust into the next phase of its development from January 2027.

This is a rare opportunity to lead a strong, values-driven organisation with a proven track record of educational excellence, financial stability and collaborative working across four thriving primary schools. At the Alexandra Academy Trust we are united by a clear purpose: to provide an exceptional education that enables every child to thrive, achieve and fulfil their potential.

Our schools are rooted in their communities and driven by a shared commitment to high standards, inclusion, ambition and opportunity for all. We believe that education has the power to transform lives. Through strong leadership, excellent teaching and a culture of aspiration, we strive to equip our pupils with the knowledge, skills, character and confidence they need to succeed in an ever-changing world.

Our values underpin everything we do, shaping the experiences of our pupils, staff and wider school communities. As we look to the future, we are seeking an outstanding CEO to lead the next stage of our development.

This is an exciting opportunity to build on the Trust's strong foundations and to work in partnership with our talented leaders, dedicated staff and committed Trustees, Members and local Governors to deliver our vision.

This is a dual position to incorporate the role of Director of Education and the successful candidate will provide strategic leadership across the Trust, ensuring the highest standards of educational excellence, organisational effectiveness and financial sustainability, whilst helping to shape and realise our long-term ambitions for growth and impact.

We are looking for a leader who: -

- Combines strategic vision with a deep commitment to improving outcomes for children.
- Has a proven track record of successful senior leadership in education, ideally at Trust level.
- Has strong strategic, financial and organisational leadership skills.
- Can inspire, challenge and support leaders and staff across the Trust schools.
- Is an excellent communicator with the ability to build trust and collaboration.
- Understands governance and can work effectively with a Board of Trustees.
- Brings energy, integrity and a clear sense of purpose.

In return, we can offer: -

- A well-established and successful Trust with strong foundations.
- A collaborative and supportive leadership team.
- Committed and talented staff across all schools.
- Opportunities to shape the future direction and growth of the Trust.
- A positive culture rooted in shared values and continuous improvement.
- Talented Governors and Trustees, who know the schools well and are fully supportive of work-life balance.
- Excellent opportunities for training and professional development.
- Access to a comprehensive Employee Assistance Programme (counselling services, GP anytime, musculoskeletal services)
- Eye care vouchers
- Discounted gym membership
- Free annual flu jab

On behalf of the Board of Trustees, thank you for your interest in the Alexandra Academy Trust. If you are a visionary leader with a proven track record of successful school improvement, a passion for transforming the aspirations and lives of families, and the drive to lead our Trust into its next chapter of success, we would be delighted to hear from you.

Alan Guildford

Chair of Trustees



About the Alexandra Academy Trust

Welcome

Welcome to the Alexandra Academy Trust, a family of primary schools committed to delivering exceptional education and creating opportunities for every child to thrive. Established in 2016, our Trust is built on the belief that collaboration, high aspirations and shared expertise enable schools to achieve more together than they can alone. Our vision is to provide an inclusive, supportive and ambitious learning environment where every child is valued, nurtured and inspired to achieve their full potential.

“Working together to create better futures”

Our Schools

Our Trust comprises of four primary schools serving diverse communities, united by a shared commitment to high standards, inclusion and continuous improvement.

All four schools have been rated Good by Ofsted, reflecting the dedication of our staff, leaders and governors to providing high-quality education and care.



Cledford Primary & Nursery Academy



Haslington Primary Academy & Nursery



Gainsborough Primary & Nursery Academy



Monks Coppenhall Academy & Nursery



Our Vision, Values & Strategic Direction

Our Vision

The Alexandra Academy Trust exists to create better futures for all children and young people. We are ambitious for our schools and their communities and believe that there is no ceiling on what can be achieved, regardless of background or circumstance. We are committed to ensuring that every child feels valued, supported and inspired to achieve their full potential. Our work is underpinned by four core values:



Aspiration

We have high aspirations for every child, member of staff and school within our Trust. We encourage a culture of aspiration, resilience and continuous improvement, empowering individuals to achieve their full potential and pursue their goals with confidence.

Excellence

We are committed to excellence in all aspects of education and organisational practice. Through high-quality teaching, strong leadership and a relentless focus on improvement, we strive to deliver outstanding outcomes and experiences for all members of our school communities.

Wellbeing

We recognise that wellbeing is fundamental to success. We are committed to creating safe, inclusive and supportive environments where pupils and staff feel valued, respected and able to flourish. Positive relationships, personal development and emotional wellbeing are central to our approach.

Opportunity

We believe every child should have access to a broad range of opportunities that enrich their learning and prepare them for the future. We work to remove barriers to success and ensure that all pupils can access experiences, pathways and support that enable them to thrive in education and beyond.





Our Approach

The Trust's success is built upon a culture of collaboration, continuous improvement and evidence-informed practice. We support our schools through strong governance, shared expertise, high-quality professional development and effective use of resources. While each school retains its unique identity and connection to its local community, all schools benefit from being part of a wider partnership committed to achieving the best possible outcomes for children.

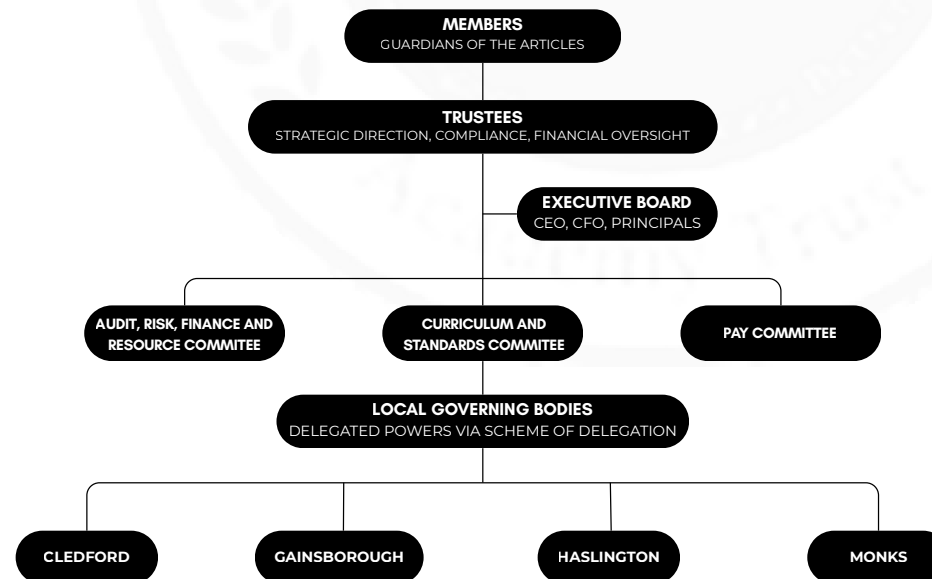
Strategic Direction

The incoming CEO will:

- Build on the Trust's strong foundations
- Develop and deliver a clear strategic vision for sustainable growth
- Maintain high educational standards whilst supporting innovation
- Strengthen partnerships locally and regionally

Executive Leadership

The Executive Leadership Team, led by the Chief Executive Officer (CEO), is responsible for the strategic and operational leadership of the Trust. Working closely with Principals, Trustees and the Central Support Team, the CEO ensures the effective delivery of the Trust's vision, mission and strategic priorities. The Executive Leadership Team provides challenge, support and direction to drive school improvement, strengthen organisational effectiveness and secure the highest standards of education, wellbeing and achievement across all academies within the Trust.



Job Description

Job Title: Chief Executive Officer (CEO)

Salary: L30-L35: This position is **0.8 FTE**. However, Trustees would be open to negotiation and consideration of alternative proposals from the successful candidate.

Start Date: January 2027

Contract: Permanent (Subject to a successful probationary period)

Location: The Alexandra Academy Trust based in Cheshire East.

Reporting To: Board of Trustees

Benefits: Teachers' Pension Scheme, professional development and health and wellbeing benefits

The Role

As CEO, you will provide strategic leadership across the Trust, ensuring continued improvement, sustainable growth and strong governance. You will work closely with the CFO, Board of Trustees, school leaders, central team and wider stakeholders to shape and deliver a clear vision that builds on our current success. This position will encompass the role of Director of Education and Standards alongside the CEO role and the role of Accounting Officer for the Trust.

Key Responsibilities

- Providing inspirational and strategic leadership for the Trust and its schools
- Ensuring high standards of teaching, learning and pupil outcomes across all settings
- Leading on Trust growth, development and long-term sustainability
- Developing and maintaining a strong values-driven organisational culture
- Ensuring effective financial management and operational efficiency
- Building strong relationships with stakeholders, including staff, families and external partners
- Supporting and developing school leaders to achieve excellence

Strategic Leadership

- Ensure compliance with the Trust's memorandum, Articles of Association and associated statutory regulations and legal requirements
- In conjunction with Trustees, develop and implement the Trust's strategic plan, monitoring and mitigating internal and external risks as part of the risk assurance framework
- Lead growth strategy, including potential expansion
- Ensure alignment of all schools with Trust vision and values





Educational Standards

- Act as Director of Education
- Secure and sustain high-quality teaching and learning
- Oversee school improvement strategies
- Use data effectively to drive outcomes
- Lead the executive team, monitoring provision and ensuring all schools are ready for the new Ofsted framework

Operational and Financial Leadership

- As Accounting Officer work closely with the CFO to ensure compliance with the Academy Trust Handbook
- Ensure strong financial management and value for money
- Oversee compliance, risk management and governance
- Lead central services to support schools effectively

People Leadership

- Inspire, lead and develop senior leaders and staff
- Promote a culture of collaboration, accountability and wellbeing
- Ensure effective succession planning

Stakeholder Engagement

- Act as the public face of the Trust
- Build relationships with parents, communities and partners
- Work effectively with regulators and external agencies

Person Specification

Essential Experience

- Proven senior leadership in primary education (e.g. Headteacher, Executive Head or CEO)
- Demonstrable impact on school improvement and outcomes
- Experience of leading across multiple schools or complex organisations (e.g. SENDCo, SIP work, cross school moderation)
- Strong financial and organisational management experience

Essential skills and Qualities

- Qualified teacher status with an NPQH and/or NPQEL or equivalent (or working towards)
- Analytical and strategic thinking with clear vision
- Inspirational and resilient leader
- Strong communication and interpersonal skills
- Ability to build trust and collaboration across teams
- High levels of integrity and accountability
- Ability to be reflective and self-critical and achieve challenging professional goals

Desirable

- Experience within a Multi-Academy Trust
- Experience of working within diverse communities
- Experience of Trust growth and organisational development
- Understanding of governance at Board level

HOW TO APPLY

We welcome applications from exceptional leaders who are passionate about making a difference to the lives of young people.

To apply for this role, please submit the following:

- A completed employment application form (available on our website [here](#)) must be completed; submissions of a CV alone cannot be considered.
- Your application form should include a supporting letter, addressed to Mr Alan Guildford, Chair of Trustees, on no more than 2 A4 pages Arial font size 12, outlining your suitability and vision for the role

Submitting your application

Please submit your completed application to: hr@alexandraacademytrust.co.uk

For all queries, our offices can be contacted by email or on **01606 663667**

We warmly encourage all potential applicants to visit our schools. Show arounds will take place on **Monday 22nd June from 9am**. To make an appointment to view the schools please e-mail Mrs Z Holloway Trust HR Officer- hr@alexandraacademytrust.co.uk

Applications should be submitted by **12 noon on Friday 26th June 2026**.





Timeline

Position advertised: 5th June 2026

Visits to the Trust: 22nd June 2026

Application Deadline: 26th June 2026

Shortlisting: 2nd July 2026

Interview: 13th and 14th July 2026

Selection Process

- Stakeholder engagement activities
- Interview tasks
- Formal interview with Trustees

Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children and young people. The successful candidate will be subject to enhanced safeguarding checks including an enhanced DBS check.

Equal Opportunities

We are committed to equality, diversity and inclusion and welcome applications from all suitably qualified candidates.

For further information or an informal discussion please contact our Chair of Trustees Alan Guildford chair@alexandracademytrust.co.uk