



CEO CANDIDATE INFORMATION PACK





Welcome to Amethyst Academies Trust. I am delighted that you are considering the opportunity to lead our Trust as our next Chief Executive Officer.

As we begin this new chapter, we recognise the contribution of our outgoing CEO, Nicola Licata, whose leadership, integrity and commitment have helped shape the Trust into the inclusive and ambitious family of schools it is today.

We are seeking an inspiring, credible and values-led leader who will build on strong foundations while bringing the strategic clarity, educational judgement and relational leadership needed for our next phase. The successful candidate will work in close partnership with Trustees, school leaders, the central team and our communities, keeping children and young people at the heart of every decision.

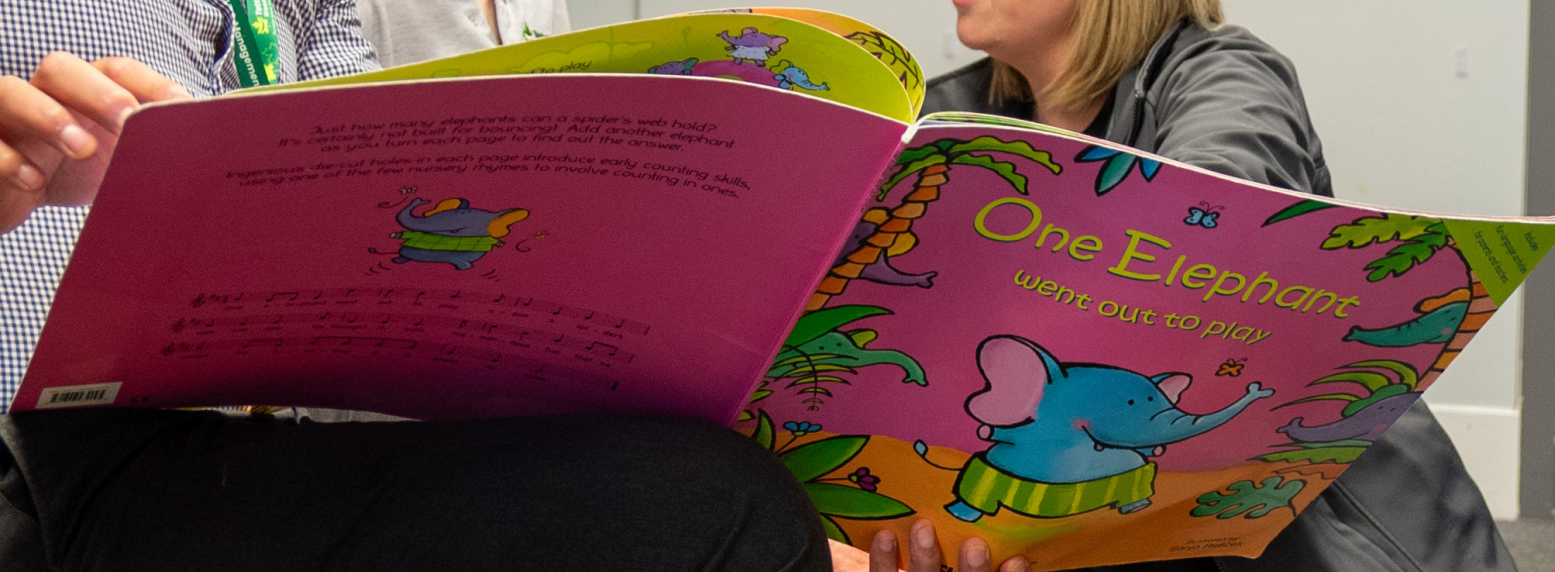
This is an opportunity to lead a Trust that is proud of its identity, committed to collaboration and ambitious for the future. If our values of Aspire, Achieve, Together resonate with you, we warmly invite your application.

Sue Reid
Chair of Trustees

Our invitation

Bring your experience, judgement and moral purpose to a Trust serving diverse communities across mainstream, specialist and post-16 provision.







CONTENTS

- 01. About Amethyst
- 02. The Opportunity
- 03. Job Description
- 04. Person Specification
- 05. Application Process
- 06. Further Information

ABOUT US

A diverse family of schools

Providing pathways to success through educational excellence in our communities

Amethyst Academies Trust is a growing family of schools serving communities across Wolverhampton and Telford. The Trust brings together mainstream secondary education, specialist provision and a shared sixth form, united by common values, governance, central services and school improvement support.

Our values

Aspire, Achieve, Together

Current family

Five schools across Wolverhampton and Telford

Scale

Annual turnover approximately £40 million; more than 600 staff

Provision

Mainstream secondary, specialist SEND and post-16

Accountability

The CEO reports to the Board of Trustees and serves as Accounting Officer

OUR SCHOOLS

Setting	Provision	Community
Aldersley High School	Mainstream secondary	Wolverhampton
Moreton School	Mainstream secondary	Wolverhampton
Telford Park School	Mainstream secondary	Telford
Tettenhall Wood School	Specialist provision	Wolverhampton
Penn Hall School	Specialist provision	Wolverhampton
Amethyst Sixth Form	Shared post-16 provision	Wolverhampton

What makes Amethyst distinctive

- A strong commitment to inclusion and high expectations across different educational contexts.
- School identities and local relationships are valued, alongside coherent Trust-wide systems and shared expectations.
- A central commitment to leadership development, collaboration and evidence-informed improvement.
- A breadth of pathways supporting learners into post-16 study, preparation for adulthood, independence and community participation.



THE OPPORTUNITY

Leading the next chapter

Stability with ambition; custodianship with strategic foresight

The next CEO will consolidate the Trust's strong foundations while guiding its next phase of improvement, growth and influence. The role requires a leader who can align vision, priorities and delivery across varied school contexts, while remaining visible, credible and responsive to the communities the Trust serves.

1 Educational excellence

Accelerate high-quality education and secure consistently strong outcomes for all learners.

4 Sustainable growth

Prepare for responsible growth through new schools, partnerships and collaboration with like-minded trusts.

2 Inclusion and equity

Embed an inclusive culture so that every child can achieve, belong and thrive, with particular attention to disadvantaged pupils and pupils with SEND.

5 Resilience and stewardship

Secure long-term financial and operational sustainability through effective stewardship of resources, estates, systems and risk.

3 Leadership capacity

Develop leaders, strengthen succession planning and create a culture of professional growth and shared accountability.

The leader we are seeking

An authentic and ethical leader who combines educational credibility with commercial and financial acumen; builds confidence and trust; listens carefully; leads effectively through others; and translates ambition into sustained impact.

JOB DESCRIPTION

Role purpose and accountabilities

Job title

Chief Executive Officer

Accountable to

Board of Trustees

Contract

Full-time, permanent

Salary

£145,000 - £170,000

Location

Across Trust schools and central offices

Leadership standard

Model the Nolan Principles of Public Life and the highest standards of integrity, openness, objectivity, accountability, honesty and leadership.

Job purpose

The Chief Executive Officer is the Trust's senior executive leader and Accounting Officer. Accountable to the Board of Trustees, the CEO provides strategic leadership so that Amethyst Academies Trust delivers exceptional educational outcomes and life opportunities for every child and young person.

The CEO will lead the Trust through its next phase, building on established strengths while maintaining a relentless focus on educational excellence, inclusion, workforce development, financial sustainability and organisational effectiveness. The CEO will champion Aspire, Achieve, Together and ensure that strategy is converted into disciplined delivery and measurable impact.

Principal accountabilities

- Provide strategic leadership and advise the Board on the Trust's direction, priorities and performance.
- Act as Accounting Officer, ensuring regularity, propriety, value for money and effective systems of internal control.
- Secure high educational standards, safeguarding, inclusion and continuous improvement across all academies.
- Lead and develop the executive team, building leadership capacity and succession across the Trust.
- Ensure effective governance, compliance, risk management and transparent reporting.
- Represent the Trust with credibility and build partnerships that strengthen its impact and sustainability.





JOB DESCRIPTION

Key responsibilities

1. Vision, strategy and growth

- Develop and deliver a compelling long-term strategy endorsed by the Board.
- Translate strategic priorities into clear plans, accountabilities and measures of impact.
- Anticipate national and local developments and position the Trust to respond confidently.
- Evaluate opportunities for sustainable growth, partnership and civic contribution.

2. Education, inclusion and safeguarding

- Hold executive and school leaders to account for educational quality, pupil outcomes and personal development.
- Ensure rigorous self-evaluation, quality assurance and school improvement systems.
- Champion disadvantaged learners, pupils with SEND and vulnerable children.
- Maintain safeguarding as the Trust's highest operational priority.

3. People, culture and leadership

- Inspire, line-manage and develop the executive leadership team.
- Build a collaborative, inclusive and accountable culture across all schools and services.
- Ensure effective workforce planning, talent management, succession and professional development.
- Promote staff engagement, wellbeing, equality and retention.

4. Governance and accountability

- Build open, transparent and effective relationships with the Board and its committees.
- Provide accurate, timely and insightful reporting to enable scrutiny and decision-making.
- Support Trustees to fulfil their duties as company directors and charity trustees.
- Maintain effective delegation, assurance and compliance arrangements.

5. Finance, operations and risk

- Safeguard financial sustainability and ensure proper stewardship of public funds.
- Oversee robust budgeting, internal control, audit, risk and value-for-money arrangements.
- Ensure effective estates, health and safety, digital and operational systems.
- Integrate central services so they support educational priorities and organisational resilience.

6. External relationships

- Act as a compelling ambassador and public voice for Amethyst.
- Build constructive relationships with families, communities, local authorities, national bodies and sector partners.
- Develop networks and partnerships that add value without distracting from core priorities.

PERSON SPECIFICATION

Qualifications and experience

E = Essential | D = Desirable

Assessment methods: A = application; I = interview; T = task or case study; P = presentation.

Qualifications and professional standing

Criterion	E/D	Assessment
Qualified Teacher Status or equivalent recognised professional standing	E	A
Degree or equivalent qualification	E	A
Evidence of sustained, relevant leadership development	E	A/I
Postgraduate or national professional qualification	D	A

Leadership experience

Criterion	E/D	Assessment
Substantial successful senior leadership in education or a comparable complex public-service organisation	E	A/I
Track record of securing and sustaining organisational and educational improvement	E	A/I/T
Experience of leading across more than one school, service or organisational setting	E	A/I
Experience of working effectively with a board, governing body or equivalent governance structure	E	A/I
Experience of accountability for significant budgets, risk, people and organisational performance	E	A/I/T
Evidence of developing senior leaders, building capacity and planning succession	E	A/I
Experience of leading complex organisational change while sustaining trust and delivery	E	A/I
Experience of strategic partnership-building and external representation	E	A/I
Previous CEO, Deputy CEO, Executive Director or equivalent system leadership role	D	A/I
Experience of responsible trust growth, due diligence or organisational integration	D	A/I
Experience across both mainstream and specialist SEND settings	D	A/I

PERSON SPECIFICATION

Knowledge, skills and behaviours

E = Essential | D = Desirable

Assessment methods: A = application; I = interview; T = task or case study; P = presentation.

Professional knowledge

Criterion	E/D	Assessment
Deep understanding of educational improvement, curriculum, accountability and effective practice at scale	E	A/I/T
Secure knowledge of safeguarding, inclusion, SEND and the needs of vulnerable learners	E	A/I/T
Strong understanding of academy trust governance and the respective roles of Members, Trustees and executive leaders	E	A/I
Understanding of Accounting Officer responsibilities, financial stewardship, audit, assurance and value for money	E	A/I/T
Understanding of organisational risk, workforce strategy, estates and operational resilience	E	A/I/T

Leadership skills and behaviours

Criterion	E/D	Assessment
Articulates a compelling vision and converts strategy into disciplined execution	E	A/I/P
Exercises strong educational, financial and organisational judgement	E	I/T
Builds credibility, trust and constructive challenge with Trustees and senior leaders	E	I
Leads through others, sets clear expectations and creates accountability without unnecessary centralisation	E	I/T
Communicates with clarity, listens well and adapts effectively to different audiences	E	I/P
Demonstrates commercial awareness while protecting educational purpose and public value	E	I/T
Shows resilience, courage, humility, curiosity and adaptability	E	A/I
Demonstrates an unwavering commitment to equality, inclusion, safeguarding and children's best interests	E	A/I/T
Models integrity, transparency and the Nolan Principles of Public Life	E	A/I

APPLICATION

How to apply and what to expect

- Complete the Trust application form in full.
- Submit a supporting statement demonstrating clearly how your experience, leadership impact and professional values meet the published person specification.
- Address the candidate statement prompt in your supporting statement.
- Provide complete employment history and explain any gaps or discrepancies.
- Ensure your application is received by the published closing date.

Candidate statement prompt

Please outline your vision for the future of Amethyst Academies Trust and explain how your leadership style and experience will support excellence, inclusion and the personal development of every pupil. Please describe how you would build on the Trust's strong foundations while driving continued improvement, sustainable growth and innovation across our family of schools.

Application window

Friday 11th September - Monday 5th October

Candidate open events

Open Day: Thursday September 24th: 16:00–18:00 at Penn Hall School

Open Day: Thursday October 1st 14:00–16:00 at Aldersley High School

Shortlisting

Wednesday 7th October

Selection and interviews

Thursday 15th and Friday 16th October

APPLICATION

Selection approach

The selection process is expected to use a balanced range of structured activities so that candidates can demonstrate strategic leadership, educational judgement, financial stewardship, risk awareness, safeguarding leadership and stakeholder engagement. Final arrangements will be shared with shortlisted candidates.

Candidate experience

- Reasonable adjustments will be considered throughout the recruitment process.
- Candidate information will be handled confidentially and in accordance with applicable data-protection requirements and Trust processes.
- Any offer will be conditional upon satisfactory completion of pre-employment and safeguarding checks.





AMETHYST SIXTH FORM



FURTHER INFORMATION

Safeguarding, equality and contact details

Building our future, together

Amethyst Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The successful candidate will be subject to the pre-employment checks required by statutory guidance and Trust policy, including satisfactory references and an enhanced DBS check.

Equality, diversity and inclusion

The Trust is committed to equality of opportunity and welcomes applications from suitably qualified candidates from all backgrounds. Recruitment decisions will be based on merit and evidence against the published criteria. Reasonable adjustments are available for candidates who need them.

Contact

Jill Lines, Director of HR

Email

JLines@aatrust.co.uk

Telephone

07949 788618

Salary range

£145,000 - £170,000

Application materials

Application form and supporting statement required







An extraordinary opportunity to lead a collaborative and outward-looking Trust, proud of its progress and ambitious for every child and young person.