



CHIEF EXECUTIVE OFFICER  
RECRUITMENT PACK  
SEPTEMBER 2025

# A WELCOME FROM OUR CHAIR OF TRUSTEES



*Thank you for your interest in the position of Chief Executive Officer. I am delighted to be able to tell you a little about the Crofty Education Trust, and about our enthusiasm and optimism for the future.*

*We are looking for a truly exceptional leader to continue the work of our founding Chief Executive who has decided to stand down at the end of this academic year. As we look to recruit to this new era, all the Trustees remain single-minded in seeking to continue our existing strategy where "by working as one" we have created a strong and powerful culture of shared responsibility for all the children in all our schools.*

*Crofty Education Trust started in 2012 as a "Cooperative Trust" of seven schools within an Education Action Zone here in West Cornwall. From those beginnings we have grown to now be a family of 17 (soon to be 18) primary schools serving an area of Cornwall where many of our children and their families experience significant deprivation and hardship. So, although Cornwall is an amazingly beautiful place to live and work, for many of our children and their families these pleasures are out of their reach, and they are not fortunate enough to be able to experience them.*

*Over the past decade Crofty has achieved a lot, amongst those achievements I am especially proud of:*

- *Our continued single-minded focus that ensures school improvement and pupil achievement remain at the heart of all we do.*
- *Although we "work as one", nevertheless we all value the independence of each school and its key position in the community.*
- *The emphasis we have placed on developing our Net Zero agenda, which is brought into sharp focus by the efforts of our "Eco Warriors".*
- *Our innovative and participative approach to pooled budgets that have enabled us to create additional posts to improve our educational achievement.*
- *The continued investment we have made in providing high quality learning and teaching environments across Crofty.*
- *That sound financial and business management lies at the heart of the Trust, but always in the recognition that this is to provide increased resources for teaching and learning, to further enhance school improvement.*

*Although we do not embrace change for changes sake, nevertheless we recognise that the appointment of a new Chief Executive will present the organisation with the chance to once more evolve and presents new opportunities to be innovative in how we deliver our core purpose.*

*With the rest of the Trustees, I look forward to the potential for new ideas and ways of working that this appointment will bring. Please do not hesitate to make contact with me should you wish to discuss Crofty Education Trust, the opportunities this role presents, and any other background.*

*Thank you for your interest.*

*Mike Hosking  
Chair of the Board of Trustees, Crofty Education Trust.*

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# A MESSAGE FROM OUR CEO, SIMON HAGUE

*This is a fabulous role; I commend it to you.*

*It has been the most enormous privilege to lead Crofty Education Trust for the last nine years. I can't quite believe I have been so fortunate to work in this amazing organisation.*

*I started in Headship in 2007 at Illogan School, one of the group of seven schools that, in 2012, joined together as a Cooperative Trust under the name of Crofty Learning Trust. By 2016 we had made the decision to establish as an Academy Trust which is when I took up post as CEO.*

*Since then, Crofty has grown and changed to become an established, highly effective Trust of 17 primary schools.*

*In 2023 a highly respected external reviewer commented that:*

*"Fundamentally our overwhelming impression was that Crofty have a lot of really good people, top to bottom. There are clearly talented and expert people at the heart of the Trust."*

*In a nutshell that's what makes this role so special, you get to work with a team of highly motivated experts who never rest in their pursuit of excellence. You will have the guidance and support of an experienced and dedicated Board of Trustees who have been fundamental to Crofty's success. You can also expect to be inspired by the 17 Headteachers of the Trust, who have created schools that serve their differing communities in unique ways.*

*Crofty has come so far since 2016 and is perfectly poised for the next stage on its journey. What it needs now is the type of leader who recognises the power of the Trust's values and culture and who is willing and able to take Crofty to the next level.*

*I look forward to seeing the next chapter of Crofty Education Trust being written and will continue to show a keen interest in all that you will achieve.*

*Simon Hague,  
CEO Crofty Education Trust*



# OUR TRUST

## ABOUT CROFTY EDUCATION TRUST

Crofty Education Trust is a group of seventeen schools, working as one, serving the communities of West Cornwall.

### WHY DO WE EXIST? WHAT IS OUR PURPOSE?

Our purpose is to give our children the best possible start in life, to unlock possibilities and enable them to make choices about their future.

### HOW WILL WE DO THIS?

Driven by our values we are engaged in a restless pursuit of excellence, creating the highest quality learning for staff and children alike.

### WHAT IS OUR STRATEGY?

By “working as one” we have created a culture of shared responsibility for all children in our schools. Sharing resources enables us to maximise opportunities, innovate and pursue equity for our learners.



# OUR CORE VALUES



## LEARNING

- You are committed to continuous learning
- You are a critical thinker and are not afraid to challenge the status quo
- You take considered risks, seeing mistakes as an opportunity to learn
- You are always looking for more effective ways of working
- You enjoy keeping up to date with the latest ideas and thinking
- You see change as a continuous fact of life, embracing it in the quest for improvement



## INTEGRITY

- You earn the trust and respect of colleagues over time
- You lead by example
- You speak up when something isn't right
- You see things through, keeping your promises
- You are prepared to have honest conversations, being straight and compassionate
- You are emotionally reliable and predictable



## COMMUNITY

- You understand the power of the group to overcome bigger challenges
- You deliver equity – No-one succeeds unless we all succeed
- You embrace collective responsibility
- You celebrate the success of others
- You make a positive contribution to the team



# STRATEGIC OBJECTIVES

At Crofty, we work tirelessly in the pursuit of our three strategic objectives:

Create exceptional schools that equip children to make informed, positive life choices.



Grow the reach of the Trust, working alongside our communities, so that all thrive.



Be agents of change, to positively impact our environment.



Our objectives focus around the five pillars of quality for Multi Academy Trusts as defined by the Department for Education in its guidance on 'Commissioning high quality trusts':

## 01. HIGH QUALITY AND INCLUSIVE EDUCATION

For all children in all our schools to experience a high quality and inclusive education with aspirational outcomes, recognising achievement in all its guises.

## 02. SCHOOL IMPROVEMENT

Create an effective school improvement model that draws from both internal and external best practice, to meet current and future needs of all children within the Trust and beyond.

## 03. WORKFORCE

To make all schools within Crofty desirable and inclusive places to work.

## 04. FINANCE AND OPERATIONS

To grow and manage Trust resources for long term sustainability.

## 05. GOVERNANCE AND LEADERSHIP

To ensure effective governance and leadership at all levels across the Trust.



# OUR SCHOOLS



**Garras CP School**

**Garras Primary School**  
**Headteacher: James Sturges**  
<https://garras.croftymat.org>



**Godolphin Primary school**  
**Head of School: Colin Snook**  
<https://godolphin.croftymat.org>



**Halwin Primary School**  
**Headteacher: Alex Carr**  
<https://halwin.croftymat.org>



**Illogan Primary School**  
**Headteacher: Lucy Wandless**  
<https://illogan.croftymat.org>



**Lanner Primary School**  
**Headteacher: Kieran Walsh**  
<https://lanner.croftymat.org>



**Marazion Primary School**  
**Head of School: Sara Oliver**  
<https://www.marazion.cornwall.sch.uk>



**Parc Eglos Primary School**  
**Headteacher: Vicky Sanderson**  
<https://parc-eglos.croftymat.org>



**Pencoy's Primary School**  
**Headteacher: Cathy Bonds**  
<https://pencoy's.croftymat.org>



**Pennoweth Primary School**  
**Head of School: Daryl Riches**  
<https://pennoweth.croftymat.org>



**Porthleven Primary school**  
**Headteacher: Dan Clayden**  
<https://porthleven.croftymat.org>



**Portreath**  
Primary School

**Portreath Primary school**  
**Headteacher: Cassie Pamplin**  
<https://portreath.croftymat.org>



**Rosemellin Primary School**  
**Headteacher: Charlene Sargent**  
<https://rosemellin.croftymat.org>



**Roskear Primary School**  
**Headteacher: Nic Furnish**  
<https://roskear.croftymat.org>



**Sithney Primary School**  
**Head of School: Helen Neil**  
<https://sithney.croftymat.org>



**Trannack Primary School**  
**Head of School: Adam Boyes**  
<https://trannack.croftymat.org>



**Treloweth Primary School**  
**Headteacher: Sarah French**  
<https://treloweth.croftymat.org>



**Weeth Primary School**  
**Headteacher: Alex Craig**  
<https://weeth.croftymat.org>



# OUR SCHOOLS

1. Garras
2. Godolphin
3. Halwin
4. Illogan
5. Lanner
6. Marazion
7. Parc Eglos
8. Pencoys
9. Pennoweth
10. Porthleven
11. Portreath
12. Rosemellin
13. Roskear
14. Sithney
15. Trannack
16. Treloweth
17. Weeth



# GOVERNANCE AND LEADERSHIP

The CEO is appointed by, and is accountable to, the Board of Trustees. The CEO has delegated responsibility for the day-to-day strategic and operational leadership and management of all aspects of the Trust's activities.

In turn, the CEO delegates responsibility for specific aspects of the Trust's operations to members of an effective and strong Senior Leadership Team, which comprises of a range of professionals including the Director of Education (Deputy CEO), the Chief Financial and Operations Officer and the Director of Development.

The CEO delegates responsibility of the day-to-day management of each school within the Trust to the respective Headteacher / Head of School / Executive Headteacher of that school.

The Trust Board has two committees to oversee specific areas:

- **Finance, Audit and Risk (FAR) Committee**
- **School Improvement and Governance (SIG) Committee**

## STRATEGIC LEADERSHIP

A visionary and dynamic CEO will lead the Trust through its next phase of growth and development and will:

- Sustain the Trust's culture and strategic direction with the Trust Board, in line with the Trust's core values.
- Build upon the safe and inclusive culture already established across the Trust.
- Provide leadership which enables the Trust to achieve its strategic objectives and develop appropriate, deliverable operational objectives that are aligned to securing a sustainable future.



# SAFEGUARDING AND ADVOCACY

As the strategic leader of the Trust, the CEO holds ultimate responsibility for ensuring that effective safeguarding arrangements are embedded across all our schools. This includes setting the tone for a culture of vigilance, where safeguarding is understood as everyone's responsibility, and ensuring that robust policies, procedures, and training are consistently implemented and regularly reviewed. By maintaining oversight of safeguarding audits and regularly reviewing safeguarding data, the CEO ensures that any concerns are addressed promptly and that lessons learned inform ongoing improvements.



Beyond compliance, the CEO is a passionate advocate for the most vulnerable children and their families. This means taking a proactive approach to identifying and addressing barriers to learning and well-being, and ensuring that support systems are accessible, inclusive, and responsive to individual needs. The CEO champions the voices of children and families who may otherwise be unheard, ensuring that their experiences shape Trust-wide strategies and decision-making.

## THE 'BUSINESS' OF EDUCATION

We are looking for an exceptional individual with outstanding leadership skills to take over the leadership of Crofty and build on our robust foundations. A talented leader with a passion for education and finely honed business skills, who can lead the delivery of the best possible educational outcomes for all our children.

In this complex, multi-faceted and demanding role, the next Crofty CEO will need to balance the educational needs and aspirations of the Trust and the children and communities that we serve with running the operational functions and services with adept business acumen and agility.

At all times, the CEO needs to be an exemplary role model of the Trust's values, objectives and culture. The outcomes, attainments and development of the children that we serve will remain central to all decision making. Our CEO will demonstrate consistently high standards of principled and professional conduct, always upholding and demonstrating The Principles of Public Life (Nolan Principles).

# CIVIC LEADERSHIP RESPONSIBILITIES

At Crofty, we are deeply committed to our civic responsibilities, working actively to strengthen our local communities and foster positive partnerships beyond our schools. Our CEO leads by example, championing initiatives that support social, economic, and environmental well-being, ensuring that civic engagement is embedded at every level of our Trust. Following in these footsteps, our next CEO will:

- Be a visible, inspiring and approachable local, regional and national figure, regularly canvassing stakeholders to inform policy development, practices and pro-actively representing the Trust, including in the media as appropriate.
- Build relationships with the DfE, Ofsted and other Trusts, ensuring that they are robust, professional and that external views are sought, understood and responded to.
- Promote and enable ways in which the Trust's schools and their Local Governance Committees (LGCs) engage meaningfully with their communities and are responsive and accountable to them.
- Work with civic partners and stakeholders in the local area, region and/or nationally to contribute to the public good, promoting the value of the child and coherent public service for children and families.

## SUSTAINABILITY AND NET ZERO

We are proud that all our schools have achieved the prestigious Eco Schools Green Flag status, reflecting our deep-rooted commitment to environmental sustainability. This recognition is a testament to the hard work of our pupils, staff, and our very active Eco Council, who lead the way in promoting sustainable practices throughout our school communities.

As a Trust, we recognise the vital importance of embedding sustainability into everything we do. We are dedicated to achieving net zero and ensuring that our operations, curriculum, and community initiatives contribute positively to the environment. By prioritising sustainability, we aim to inspire our pupils to become responsible global citizens and equip them with the knowledge and skills to protect our planet for future generations. Our Eco Council plays a central role in this journey, driving innovative projects and encouraging everyone in our trust to make a meaningful difference.

# OUR OFFER

- Permanent, full time role
- Salary £120,000 to £141,000
- Employees Pension Scheme
- Support for Continuous Professional Development (CPD)
- To start 1<sup>st</sup> September 2026

## RECRUITMENT TIMELINE



## RECRUITMENT PROCESS FOR SHORTLISTED CANDIDATES

- The CEO Assessment and Interviews will be held over two days: Thursday 13<sup>th</sup> and Friday 14<sup>th</sup> November 2025.
- Shortlisted candidates invited through to this stage will be expected to participate in a variety of activities on Thursday 13<sup>th</sup> November, including meeting with key stakeholders and delivering a presentation to an invited audience.
- Candidates who successfully complete Day 1 will be invited to attend the final interview panel on Friday 14<sup>th</sup> November.



# HOW TO APPLY

This pack contains the Job Description and Person Specification, which list the key competencies that we are looking for.

- Please complete the Application Form in full and submit to our HR Coordinator, Laura Finney. [laura.finney@croftymat.org](mailto:laura.finney@croftymat.org)
- Please make sure that you address the criteria outlined in the Job Description and Person Specification when writing your Supporting Statement.
- CVs will not be considered however, should you wish to include a covering letter, please ensure that it is no more than two sides of A4.
- Please also complete and submit the Equal Opportunities Form.

## SAFER RECRUITMENT

Crofty is an equal opportunities employer and is committed to safeguarding and promoting the welfare of children and young people. There is an expectation that all staff and volunteers will share this commitment. This post is subject to the necessary pre-employment checks including an enhanced check with the Disclosure and Barring Service, and the receipt of satisfactory references.

**If you have any concerns or questions in relation to the pre-employment checks, please contact our HR Coordinator.**

## FURTHER INFORMATION

We strongly encourage you to visit our Shared Services Office and a selection of our schools before applying for this position.

**To arrange a visit of for further information, please contact our HR Coordinator.**

# WHERE TO FIND US

**Crofty Education Trust**

**Unit 1 North Crofty**

**Tolvaddon Energy Park**

**Camborne**

**TR14 0HX**

**01209 311135**

**<https://croftymat.org>**



# JOB DESCRIPTION

<b>Job title:</b>	<b>Chief Executive Officer</b>
<b>Salary range:</b>	<b>£120,000 - £141,000</b>
<b>Location:</b>	<b>Shared Service Office – Tolvaddon</b>
<b>Accountable to:</b>	<b>Chair of Board of Trustees</b>

## **Main Purpose of the Job**

The Chief Executive Officer (CEO) needs to have a clear vision of where the Trust is going, and the ability to motivate senior management and other staff to always deliver their best. Through their work, they will lead Crofty Education Trust through the next stage in its evolution, setting a culture of constant improvement, by providing inspirational leadership, ensuring the Trust provides the best experience for our pupils, staff and volunteers.

The CEO has delegated responsibility for the day to day strategic, civic and operational leadership and management of all aspects of the Trusts activities. In turn the CEO, delegates responsibility for specific aspects of the Trusts operations to members of an effective and strong Executive Leadership Team that comprises of a Director of Education (Deputy CEO), Chief Finance and Operations Officer and Director of Development. The Executive Leadership Team are responsible for their own respective portfolios, and are accountable, via the CEO, to the Board of Trustees. Therefore, the CEO will need a high level of emotional intelligence to be able to collaborate with others.

As the strategic leader of the Trust, the CEO holds ultimate responsibility for ensuring that effective safeguarding arrangements are embedded across all our schools. This includes setting the tone for a culture of vigilance, where safeguarding is understood as everyone's responsibility, and ensuring that robust policies, procedures, and training are consistently implemented and regularly reviewed. By maintaining oversight of safeguarding audits and regularly reviewing safeguarding data, the CEO ensures that any concerns are addressed promptly and that lessons learned inform ongoing improvements.

Beyond compliance, the CEO must be a passionate advocate for the most vulnerable children and their families. This means taking a proactive approach to identifying and addressing barriers to learning and well-being, and ensuring that support systems are accessible, inclusive, and responsive to individual needs. The CEO champions the voices of children and families who may otherwise be unheard, ensuring that their experiences shape Trust-wide strategies and decision-making.

## **Core Duties**

- Establish and sustain the Trust's mission, culture, values and strategic direction in partnership with the Trust Board.
- To drive exceptional educational and sustainable financial outcomes for the Trust.
- To be responsible for the delivering and developing of the strategic visions, values and ethos for each school in conjunction with the Headteachers and other members of the Executive Leadership Team.
- Provide vision, direction and leadership that enables the Trust to achieve its strategic objectives and secure its future sustainability.
- To act as an ambassador of the Trust, promoting the organisations core purpose and values and enhancing the reputation and standing of the Trust, ensuring it is a respected member of the community it serves.
- To constantly research both actual and potential changes in the education landscape to ensure proactive development.
- Oversee and be accountable for all aspects of Safeguarding and the Trust approach to Keeping Children Safe in Education.
- Work with the Trust's Director of Education to ensure that our schools are prepared for all Ofsted inspections and monitoring visits. Ensure improvement strategies are mapped out, actioned and followed up.



# JOB DESCRIPTION

## **Strategic Leadership Responsibilities**

- Provide strategic and motivated leadership and direction of the Trust and its schools within the vision and strategy agreed by the Board of Trustees.
- Develop and execute policies, plans, and systems that translate the Trust's vision into actionable objectives and outcomes.
- Oversee robust accountability by supporting the Director of Education to support the schools' leadership teams, to develop the shared vision and strategic plan for the schools, which is responsive to the communities they serve. At the core of this should be the educational and personal development of the pupils.
- Ensure that the Trust financial viability is secure, firmly based on accurate analysis and is able to meet both the needs of the Trust and its schools.
- Take responsibility for the design and implementation of the annual business plan and key documents such as the Trust's long-term Strategic Plan, self-evaluation and improvement plans for the schools.
- Together with the Trust Board and Executive Leadership Team, ensure proactive, robust and appropriate risk mitigation and management and ensure that the risk strategy is aligned to local school risk strategies.
- Robust understanding of the importance of the regulatory environment in which the Trust operates.
- Committed to ensuring appropriate safeguards are in place, including a personal commitment to the safeguarding and well-being of children and young people.
- Maintain an outward facing role on behalf of the Trust to strengthen its future growth and relationships with all parties and stakeholders, including external agencies such as Department for Education, LGCs, local authorities, pupils, parents, staff and their local communities.

## **Governance and Compliance, in Liaison with the Board of Trustees**

- To lead in collaboration with the Trustees, on the preparation and submission of the annual Statutory Accounts (including the Trustees annual report) ensuring these documents and any other statutory returns are submitted as prescribed.
- As instructed by the Board of Trustees, to ensure operational managers are meeting the requirements for governance health and safety, safeguarding, risk management and equality, diversity and inclusion, within the framework that ensures safe, effective and high-quality services.
- To develop, implement, and regularly review operational policies to ensure full compliance with legal, regulatory, and sector best practices.
- To ensure that robust evaluation procedures are in place to ensure high quality, effective and sustainable service are being provided.
- To undertake any other reasonable duties as required by the Trustees, including the production of full and transparent reports to Trustees to enable timely and considered strategic decision making.

## **System and Civic Leadership**

- Be a visible, inspiring and approachable local, regional and national figure. Regularly canvassing stakeholders to inform policy development, practices and proactivity representing the Trust, including in the media if appropriate.
- Build relationships with the Department for Education, Ofsted and others, ensuring that they are robust professional and that external views are sought, understood and responded to.
- Create and engage in the collective leadership of the sector, building strong local systems to address disadvantage and improve the quality of education for all children within the Trust.
- Promote and enable ways in which the Trust's schools and their local boards engage meaningfully with their communities and are responsive and accountable to them.

## **Finance and Procurement**

- The CEO will work closely with the Chief Finance and Operations Officer to ensure that the Trust works to the standards set out, ensuring appropriate policies, frameworks and systems are in place.
- Ensure long term financial sustainability, by establishing and confirming the effective monitoring of proper financial systems, ensuring that appropriate action is recommended to address problems identified.

# JOB DESCRIPTION

- To ensure that the Board of Trustees receives accurate and timely financial reports.
- Support and review annual budgets of each school within the Trust to ensure that all budgetary targets are met by individual schools and efficiencies are maximised.
- Challenge the CFOO to negotiate and agree optimum costs / prices with service providers in order to achieve economies of scale, adopting the appropriate procurement process.
- Develop and implement strategies for the generation of additional revenue and resources for the Trust.

## **Developing Self, Innovation and Creativity**

- Treat everyone within each school fairly and equitably.
- Promote continuous learning, engaging with professional development opportunities.
- Develop relationships with relevant funding bodies and external providers.
- Ensure the Trust effectively develops all staff to enable them to achieve their maximum potential and ensure good morale and opportunities for succession in accordance with the Trusts People Strategy.
- Regularly review personal practise, set performance targets and participate in performance management processes.

## **Leading by Example**

- Provide dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the schools and of the Trust.
- Uphold and demonstrate The Principles of Public Life (The Nolan Principles).
- Lead by example, being personally visible to the Trust's employees.
- Establish collaborative and open relationships with all stakeholders.
- Ensure regular, open communication with the Trust Board.
- Ensure that communication channels exist enabling all staff to receive information they need in order to carry out their professional duties effectively.
- Oversee the implementation of all Trust policies and procedures ensuring consistent application.
- Work with all stakeholders to generate enthusiasm and commitment.
- Challenge, motivate and empower others to attain ambitious outcomes.

## **Supporting the Work of the Trust**

- Develop and maintain the ethos of trust in all schools so that it is intrinsic and permeates all aspects of the school's life and curriculum.
- Develop strong, positive relationships with colleagues within the Trust, and contribute to collaborative work across the schools and support other staff in participating in Trust work.
- Participate in Trust wide activities to share best practice, contribute to the development of Trust strategies and policies and promote the schools in a local and national context.
- Delivery of a People Strategy that achieves the strategic ambitions of talent attraction, retention and growth through creation of career pathways, an informed and tailored learning and organisational development offer, being a positive advocate and promoter for diversity, equality and inclusion.
- Strengthen each school's positive image in the wider community.
- Present complex information in a consistently credible manner to the Trust Board and external parties.
- Promote the schools and the Trust to a range of audiences.
- Develop and maintain respect across all stakeholders, inspiring individuals to contribute positively to shared ideas and plans for the schools, and the wider Trust family.

**No job description can be exhaustive, and the duties may alter in practice over time. The post holder is expected to use their professional judgment to ensure that the CEO role continues to evolve and develop in line with the Trust's changing requirements.**



# PERSON SPECIFICATION

	Essential / Desirable	How Assessed
<b>Qualifications and training</b>	<ul style="list-style-type: none"> <li>Degree level qualification or applicable professional qualification (essential)</li> <li>Qualified Teacher Status (desirable)</li> <li>Experience within Education setting (desirable)</li> <li>NPQH (desirable)</li> <li>Recent participation in a range of relevant professional training (essential)</li> <li>Masters/postgraduate degree (desirable)</li> <li>NPQEL or similar (desirable)</li> </ul>	<b>App/Doc</b>
<b>Experience</b>	<ul style="list-style-type: none"> <li>Experience as a Headteacher with a strong track record of sustained school improvement (desirable)</li> <li>At least 5 years successful and recent strategic leadership experience in education or business at a senior level (essential)</li> <li>Significant experience in a SEN school setting (desirable)</li> <li>Proven track record of strategic and successful business planning and financial management (essential)</li> <li>Clear understanding and experience of what constitutes a thriving and successful school (essential)</li> <li>Extensive experience of using data to inform decision-making (essential)</li> <li>Experience of leading, managing and motivating teams of people, building effective relationships at all levels within an organisation (essential)</li> <li>Experience in building effective teams of senior staff through people management skills such as leadership, vision, communication, motivation, constructive challenge and delegation (essential)</li> <li>Experience in a Trust setting, preferably with a demonstrable experience of developing systems within the Trust. Including building relationships with external stakeholders to develop positive relationships (desirable)</li> <li>Experience of working at Board Level and ability to demonstrate an understanding of accountability and corporate governance (essential)</li> <li>Evidence of successful school improvement, teaching and learning across a group of schools (desirable)</li> <li>A proven ability to meet statutory and regulatory requirements of a complex organisation across key areas such as Finance, HR and Health and Safety, operating with probity and strong quality assurance (essential)</li> </ul>	<b>App/Ref/Int</b>
<b>Thinking Ability</b>	<ul style="list-style-type: none"> <li>Able to see the bigger picture and context within which Trusts operate and understand how to act positively (essential)</li> <li>Successful experience of effective strategic, financial and resource management to achieve strategic priorities and ensure value for money and ability to identify risk and management associated change (essential)</li> <li>A strategic thinker who can analyse and process complex information and data quickly and rigorously in order to make</li> </ul>	<b>App/Ref/Int</b>

# PERSON SPECIFICATION

	Essential / Desirable	How Assessed
	<p>effective decisions (essential)</p> <ul style="list-style-type: none"> <li>• Can think analytically to undertake complex tasks in a systematic way (essential)</li> <li>• Thinks creatively and imaginatively to solve problems and identify opportunities (essential)</li> <li>• Celebrates diversity and makes decisions to actively promote inclusion</li> <li>• Able to articulate and define a clear vision for the future (essential)</li> <li>• Able to demonstrate having planned appropriately for future success (essential)</li> </ul>	
<b>Personal Effectiveness</b>	<ul style="list-style-type: none"> <li>• Visible and approachable, empathetic and enjoys engaging with children, staff, parents and the wider community (essential)</li> <li>• Resilient and robust whilst also showing compassion in dealing with people and issues and is calm under pressure (essential)</li> <li>• Natural net-worker able to engage effectively and communicate with the wider community (essential)</li> <li>• Able to demonstrate sound judgement and prioritise issues/risks effectively (essential)</li> <li>• Can negotiate and consult effectively with the capacity to influence others, managing change with respect and sensitivity and ensuring appropriate decisions are made (essential)</li> <li>• Demonstrates the ability to encourage, nurture, inspire, empower and manage staff to share high aspirations for the Trust (essential)</li> <li>• Is efficient and effective in managing workload on a day-to-day basis whilst maintaining a good life work balance (essential)</li> <li>• Able to develop and maintain an inclusive and collaborative ethos between schools and senior staff in the Trust (essential)</li> </ul>	<b>App/Ref/Int</b>
<b>Interpersonal Relationships</b>	<ul style="list-style-type: none"> <li>• Demonstrates a variety of leadership styles and management approaches according to context (essential)</li> <li>• To be an inspirational leader and strategic thinker who demonstrates ideas with energy and enthusiasm with an eagerness for continuous improvement with hard work and a drive to succeed (essential)</li> <li>• Ability to establish positive and productive working relationships with a wide range of stakeholders at all levels (essential)</li> <li>• Ability to engage positively and constructively with the Executive Leadership Team and Trust Board seeking their views while not being afraid to display clear leadership (essential)</li> <li>• Effectively engage and communicate at all levels, including listening to and inspiring children, staff, parents and the wider community, as well as having a personal presence (essential)</li> </ul>	<b>App/Ref/Int</b>

# PERSON SPECIFICATION

	Essential / Desirable	How Assessed
	<ul style="list-style-type: none"> <li>Shows concerns for impact – identifies the most important concerns and issues of others – modifies own behaviour to achieve the required outcomes (essential)</li> <li>Able to bring presence and gravitas to the role whilst always remaining approachable and professional (essential)</li> </ul>	
<b>Other Requirements</b>	<ul style="list-style-type: none"> <li>Work flexibly, including any service specific hours or outside of working hours / additional hours (essential)</li> <li>Working base will be at Tolvaddon Shared Service Office, however, must have access to a vehicle to be able to move freely between the Trust's schools when necessary, or attend external commitments (essential)</li> <li>Is compassionate, courageous and nurturing (essential)</li> <li>Demonstrates resilience when responding to changes and challenges (essential)</li> <li>Demonstrates a firm commitment to the concept of Multi-Academy Trusts with the desire to see the Trust flourish and expand in a sustainable manner (essential)</li> <li>Applicants must not be disqualified by law from holding directorships and must undergo an enhanced DBS check (essential)</li> <li>Display appropriate coping strategies, including a sense of proportion and perspective (essential)</li> <li>Commitment to undertake further ongoing training and professional / personal development (essential)</li> </ul>	<b>App/Ref/Int</b>

**App = Application Form**

**Int = Interview**

**Doc = Documentary Evidence (e.g. Certificates)**

**Crofty Education Trust is committed to safeguarding and promoting the welfare of children. Applicants must be willing to undergo child protection screening including checks with past employers and the Disclosure and Barring Service.**

**Crofty Education Trust is committed to equal opportunities in employment, and we positively welcome your application.**