



The best we can be

Fylde Coast Academy Trust are appointing a Chief Executive Officer

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Thank you for your interest in the role of Chief Executive Officer at Fylde Coast Academy Trust.

Fylde Coast Academy Trust serves a range of schools across Blackpool, the Fylde Coast and Lancashire. Our schools operate in varied contexts, and while each has its own identity, the Trust is united by shared values and a commitment to collaboration, continuous improvement and clear accountability.

Our vision is to provide a rich, engaging and distinctive learning experience so that pupils develop as learners and citizens. This is guided by three principles that shape our work as a Trust: children come first, positive relationships underpin all we do, and high expectations apply to everyone.

This leadership opportunity arises following the planned retirement of our current Chief Executive Officer. The Board is seeking a CEO who can work closely with trustees and school leaders to provide strategic clarity, lead the organisation responsibly, with a collaborative style and open communication with all stakeholders.

The role requires sound judgement, resilience and the ability to build trust and confidence across a wide range of stakeholders, including staff, partners and communities.

We look forward to receiving applications from candidates who share our values and who are motivated by the opportunity to lead Fylde Coast Academy Trust with integrity, professionalism and purpose.

Dr. Kathleen Evison
Chair of Trustees
Fylde Coast Academy Trust



Fylde Coast Academy Trust (FCAT) was established in 2012. Our trust aims to provide the best learning opportunities for all young people across the Fylde Coast and across Lancashire.

The trust is a team of 10 primary, secondary and all through schools who work collaboratively with our central services and school improvement teams.

Staff development is one of our key priorities. We want colleagues to thrive and enjoy their roles, form strong foundations in their expertise and knowledge to support further development in their career.

As a school trust we work in partnership across our schools, local authorities, voluntary agencies, other trusts and schools to foster collaboration and knowledge sharing, which is critical to our culture of learning and development - so that we can best meet the needs of pupils and the families we serve.

Our values of Excellence, Integrity and Resilience guide us to be the 'best we can be'. Learners are at the heart of what we do and their outcomes and successes are what drive us.



Each of our schools has its own distinct identity, though we all share common goals and priorities. This is effective because we operate with high levels of cultural autonomy and mutual accountability.

Our schools encompass a diverse range of communities. This diversity within the trust provides a rich and rewarding experience for colleagues, allowing them to contribute to the success of schools serving different communities and gain valuable insights into the varied needs and aspirations of young people across the region.

The region itself encompasses a coastal area of Lancashire, including towns and villages along the Irish Sea. Towns within the region include Blackpool, Fleetwood, and Lytham St Annes. Each location serves a diverse population with varying socioeconomic backgrounds and cultural heritages. Blackpool, known for its tourism industry, significantly impacts the local economy and community dynamics.

Blackpool is a vibrant and diverse town, offering a unique blend of urban and coastal living. Our trust operates several schools across the borough, each serving distinct communities. Armfield and Mereside academies, located in the south of the town, cater to a diverse pupil population. Gateway Academy, situated centrally, serves a vibrant and growing community, reflecting the town's diverse cultural tapestry. In the north of Blackpool, Aspire, Westminster, Westcliff, Unity and Montgomery Academies each serve unique communities despite their proximity to each other. Each school offers distinct learning environments in response to pupils' needs.

Garstang Community Academy serves a semi-rural area with a strong sense of local identity. Hambleton Primary Academy provides outstanding education to pupils in a more rural setting. This offers a unique opportunity to experience the beauty of the Lancashire countryside whilst contributing to the education of young people in a different community environment.

We have high aspirations of young people and have developed bespoke curriculums such as the curiosity approach and compass curriculum to meet need and raise expectations.



With the forthcoming retirement of our current CEO; FCAT is seeking an experienced individual with a proven track record in developing and sustaining organisational improvements to lead our trust.

Our CEO will be accountable for day-to-day leadership across all aspects of the Trust, supported by the Trust's Senior Leadership Team, Headteachers, School Improvement Team and Central Services Team; continually building leadership expertise.

We have 6,000 students and around 900 employees with an annual turnover of £50m. You will shape and drive our vision, values and strategic direction in partnership with the Board of Trustees, ensuring that our schools continue to develop and strive for excellence; to improve the life opportunities for our pupils and support the communities we serve.

You will balance educational needs, whilst ensuring our trust is supported and sustainable; utilising performance data, risk registers, financial and HR information to inform your decisions.

We have a clear focus on improving pupil outcomes by setting national benchmarks for progress, attainment and attendance. We are successful in reducing exclusions and enhancing the enrichment and personal development curriculum for pupils.

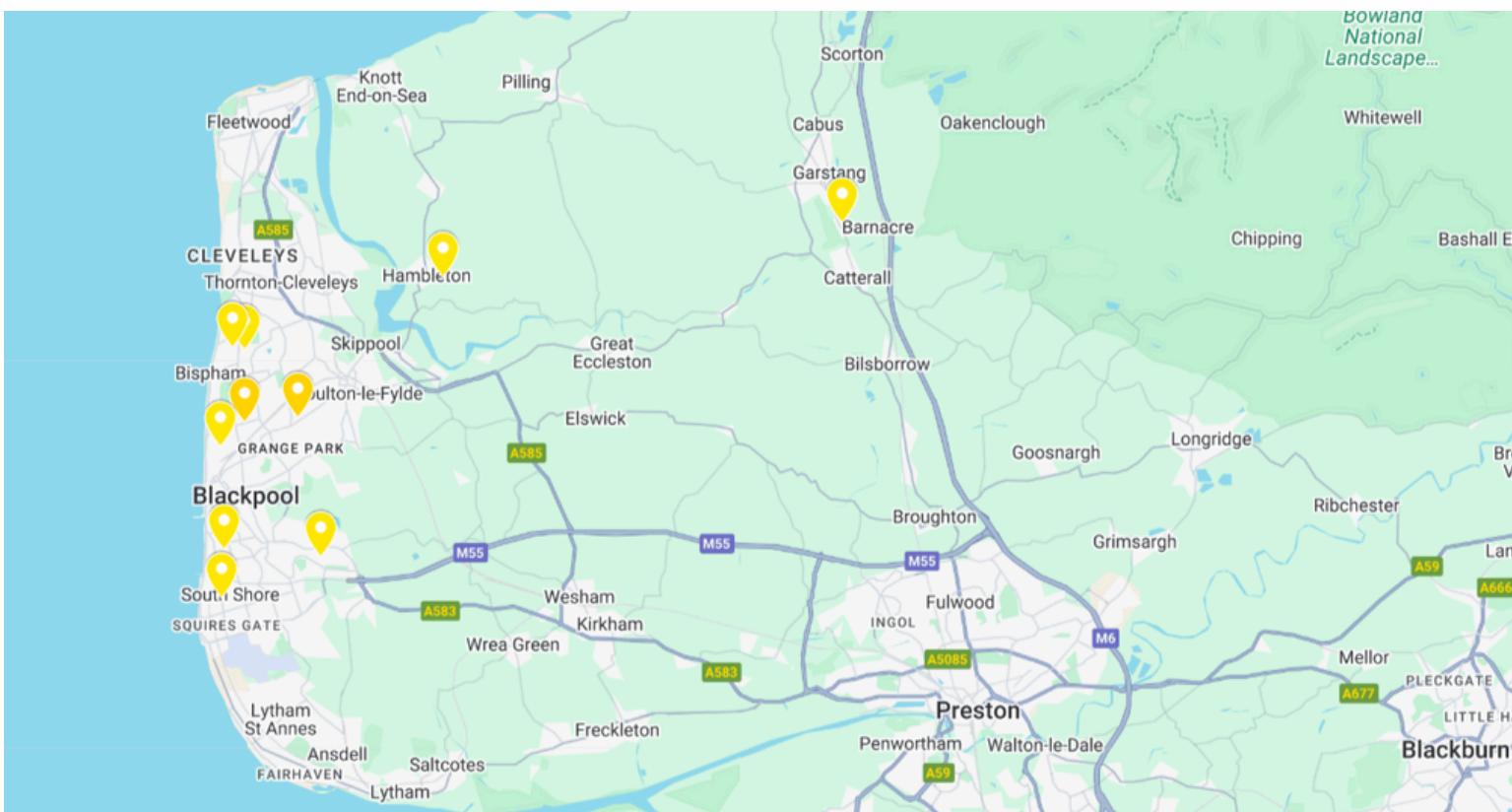
Through your leadership; you will promote a culture of accountability with strong moral purpose. Underpinning our approach is professional growth through developing partnerships, facilitating collaboration, and prioritising integrity over ambition. The trust recognises that investment in teams, growing talent and positive staff wellbeing is critical for school development. This includes providing staff development on mindset, social, emotional, and mental health needs and implementing trauma-informed approaches alongside the traditional leadership and pedagogy development you would expect of a school trust.

Experience, strong knowledge and understanding of the educational landscape is crucial alongside excellent financial and resource management.

You will demonstrate calmness and resilience in leadership; encourage positive change and constructive challenge where appropriate. To be successful in this role you must be a highly effective communicator, build relationships with leaders internally and externally to the trust and be able to work well under pressure.



The region boasts excellent transport links, with good road and rail connections to major cities such as Manchester and Liverpool. This makes the Fylde Coast an easily accessible and commutable location. Our central offices are based close to the M55 with connections to the M6 and M61. Furthermore, the region offers a range of high-quality housing options, from charming coastal villages to modern developments, catering to diverse preferences.



-  A supportive and ambitious place to work
-  Leadership CPD opportunities; including Leadership Coaching
-  24/7 access to free health support services via Smartclinic including physiotherapy, online GP, counselling, CBT and much more
-  Membership of the Teachers' Pension Scheme (TPS) / Local Government Pension Service (LGPS) with generous employer contributions
-  Free annual flu vaccine and eye tests
-  Blackpool Council travel discount
-  Childcare voucher scheme
-  Cycle to work scheme
-  25% discount for employee using FCAT in house Breakfast and After School Club



Our work and wellbeing staff group created our Team FCAT Work and Wellbeing Charter. This encourages and reminds us all to think about how we can help and support each other every day to improve our working practices, wellbeing and work-life balance.



Salary - Competitive**Contract** - Permanent, Full Time**Start Date** - 1st September 2026**Closing Date** - Monday 9th February 2026**Shortlisting** - Wednesday 11th February 2026**Recruitment Days** - Wednesday 25th February and
Thursday 26th February 2026

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For any questions regarding this vacancy or for an informal conversation with Kathleen Evison, Chair of Trustees; please contact Helen Livsey, Governance Lead; at the Fylde Coast Academy Trust

CONTACT USgovernance@fcat.org.ukwww.fcat.org.uk[@FCATrust](https://twitter.com/FCATrust)

01253 207709

[Fylde Coast Academy Trust](https://www.linkedin.com/company/fylde-coast-academy-trust/)

The Fylde Coast Academy Trust is committed to equality of opportunity for all. Fylde Coast Academy Trust is fully committed to safeguarding and promoting the welfare of all learners, staff and visitors. All staff will be carefully selected using recruitment and selection procedures designed to emphasise our commitment to safeguarding. All posts, including volunteers, are subject to enhanced DBS clearance.



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| Post Title: | Chief Executive Officer (CEO) |
| Salary: | £ Competitive |
| Responsible to: | Chair of the Trust Board |
| Date of Job Description: | Jan 2026 |

Main Purpose of the role:

- To provide strategic leadership of all aspects of the Trust;
- To drive up educational attainment across all our academies, ensuring outcomes are at least in line with national averages;
- To develop and instil a positive culture of success in line with the Trust's values across the whole organisation, ensuring that pupils, staff and communities across all our academies know what it is to be part of our FCAT Team;
- To oversee effective management of the Trust's finances, deploying resources to benefit the Trust and its learners;
- To ensure improved Ofsted judgements across the Trust;
- To develop and deliver a vision to continually develop and sustain improvements across Trust over the next five years.

The role also includes line management of the Senior Leadership Team and is an ex officio member of the Board of Trustees.

Main duties and responsibilities:

Leadership, Governance and Accountability

1. In partnership with the Board, set the vision and long term strategy for the trust, ensuring a trust-wide culture in line with FCAT values, non-negotiables and school improvement priorities.
2. To be wholly responsible to the Board for the delivery of that strategy and for all matters relating to the operation of the trust.
3. Work with the Board to build open and collaborative relationships securing leadership and management as a strength, supported by a clear and effective scheme of delegation.
4. As the Accounting Officer, to be personally responsible for all financial matters, support the Board of Directors and the trust to discharge all their statutory duties including, but not limited to, the requirements detailed in the Academy Trust Handbook, The Governance Handbook, ESFA Funding Agreement, the FCAT Articles of Association legislation relating to Companies, Charities and Data and the FCAT Articles of Association.
5. To lead a culture of excellence which supports strong cohesion, effective communication and impactful collaboration, and is underpinned by a robust trust-wide vision and philosophy.
6. To drive improvement and change within the organisation at all levels, taking responsibility for the trust outcomes achieved.
7. To ensure each of our academies has robust and outstanding leadership and governance capable of continuously raising the standards of educational attainment across the trust.
8. To line manage and ensure a high performing senior leadership team that includes the Deputy CEO, Director of Primary (DOP), Chief Finance and Operating Officer (CFOO) and Director of Human Resources, ensuring distributed leadership.
9. In line with the Board's strategic growth plan, to lead successful conversions for any school spirng to join our trust, including overall responsibility for building positive relationships with the school leadership and governors and overseeing a robust due-diligence process.

Quality Assurance

1. To be accountable for ensuring that FCAT operates in a way that safeguards, at all times, the welfare of every child in the Trust's academies.
2. To be accountable for reporting to the Board of Trustees the performance and progress of the organisation against strategic and operational objectives.
3. To oversee all elements of trust-wide quality assurance providing Trustees with a clear and accurate picture of strengths and weaknesses, opportunities and threats.
4. To be accountable for the analysis, interpretation and reporting of relevant educational data and of the consequent strategic planning.
5. To promote and drive the FCAT Work and Wellbeing Charter, ensuring all employees have a positive work-life balance and FCAT is an employer of choice in recruitment and retention.
6. To drive the trust's strategy on corporate social responsibility (CSR), ensuring academies operate in sustainable and ethical ways and recognising that the trust has a major role to play in the social and economic welfare of the wider community.
7. To ensure effective succession planning, including mechanisms for identifying, developing and deploying leadership talent across the trust.
8. Working with senior leaders across the trust, including FCAT SLT, Headteachers and School Improvement Team to inspire all members of our FCAT Team to perform at their very best by building and maintaining a culture where development and recognition is at the forefront. Ensuring impactful training, support and empowerment enable challenging objectives to be achieved by colleagues; to develop and reach their potential.
9. To model and promote non-discriminatory behaviour and sustain strong equality and diversity within the trust.
10. To ensure the financial sustainability of the trust, the effective use of public funds and the achievement of best value.
11. To hold overall responsibility for compliance with statutory regulations determined by ESFA, Department of Education, Ofsted, Local Authority, Companies House and other external agencies.
12. To work with the Chief Finance and Operating Officer, Director of Human Resources and Central Services Team to ensure compliance with legislation and internally developed policies and systems including safeguarding, finance, HR, data, governance HSE, IT, PR and estates management.
13. To be accountable for securing strong and effective relationships with and between senior members of the Central Services Team and the Educational Improvement Team.

Quality of Education

1. In line with the trust's all-through characteristic, to provide valued and credible leadership with regard to FCAT's core purpose of providing high quality education across Early Years and all four Key Stages.
2. To maintain a high level of current educational awareness and sector specific knowledge.
3. To work with the senior leaders including FCAT SLT, Headteachers and School Improvement Team to make informed, clear and rationalised educational decisions, ensuring effective communication and subsequent trust-wide compliance.
4. Holding senior leaders to account for maintaining and further developing the quality of education within their academies.

External Relationships

1. To be the external face of FCAT modelling at all times the values, culture and ethos of our collaborative organisation.
2. To build and nurture excellent relationships with National and Regional Schools Commissioners, the Department for Education, the ESFA, Local Authorities, other MAT CEOs, and Ofsted.
3. To build strong relationships and drive effective communication with all stakeholders including staff, pupils, parents and local community representatives.
4. To further strengthen existing links between the trust and local partnerships/initiatives that the trust is committed to supporting.

| Item | Essential/Desirable |
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| Safeguarding 1. Commitment to safeguarding and promoting the welfare of children and young people. | E |
| Qualifications 1. Degree Level Qualification. 2. Higher Degree Qualification (e.g. Masters Level or above). 3. Qualified Teacher Status. | E D D |
| Experience 1. Proven experience of successfully leading a significant, multi-disciplinary educational organisation. 2. Experience of highly effective staff leadership, management and development, including evidence of achieving performance improvement across diverse teams. 3. Experience of excellent strategic planning, delivering creative solutions and successful identification and implementation of business and/or education opportunities. 4. Successful experience of leading organisational growth and development. 5. Proven experience of corporate/academy financial planning and effectively managing a large budget. 6. Experience of the governance within a multi-disciplinary educational organisation 7. Experience of ensuring services provided or bought provide value for money and key performance indicators are achieved. | E E E E E E E |
| Knowledge 1. Understanding of the nature of the role of Chief Executive Officer, especially in an education background. 2. Understanding of legislation relevant to the operation of an organisation, including but not limited to company, governance, accounting, employment and other statutory reporting requirements. 3. Understanding of financial planning and management processes and systems in a complex people-orientated organisation. | E E E |



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| 4. Knowledge of government education policy and legislation, multi academy trusts and conversions and the Ofsted inspection framework. | E |
| Skills, Abilities and Personal Attributes | |
| 1. Excellent and adaptable communication and interpersonal skills. | E |
| 2. Effectively able to drive and share a clear vision with a variety of audiences in a variety of locations. | E |
| 3. Able to prioritise and make effective decisions with clarity, integrity and transparency. | E |
| 4. Exceptional ability to work accurately and with attention to detail in a fast paced work environment. | E |
| 5. Proven ability to analyse and interpret financial and performance data to support strategic planning. | E |
| 6. Inspirational, ambitious and optimistic leader who works with pride to achieve excellence. | E |
| 7. Able to build relationships and teams and to respect, motivate and constructively challenge all colleagues. | E |
| 8. To possess the collaborative gene and belief that together we can be 'the best we can be'. | E |
| 9. A track record of establishing and maintaining positive and internal and external organisational working relationships with colleagues to ensure positive and effective outcomes. | E |
| 10. To be a supportive and approachable leader. | E |
| 11. To work with resilience, flexibility and calmness in response to change on a daily basis. | E |
| 12. Excellent ability to negotiate, influence and persuade to drive forward the vision of the trust. | E |
| 13. Strong ability to successfully lead complex and significant projects from inception to completion. | E |
| 14. To demonstrate a passion for the advancement of education, learning experiences and outcomes for children | E |
| Other Attributes | |
| 1. Commitment to own personal and professional development. | E |

