Northern Arch
LEARNING PARTNERSHIP



# Recruitment Brochure
# Chief Executive Officer







www.northernarchlearningpartnership.org.uk

# Welcome

**Dear Applicant,**

Thank you for your interest in becoming the next Chief Executive Officer of Northern Arch Learning Partnership.

This is a significant moment in the life of our Partnership. Following the planned retirement of our current CEO, the Board is seeking an exceptional, values-led leader to guide the next phase of our development and help realise our ambition for every child, every colleague and every academy.

Northern Arch Learning Partnership is more than a group of academies. We are a learning community founded on kinship, belonging and shared purpose, united by an unwavering belief in what every child can achieve. We are proud of the distinctive identity of our academies, with decisions entrusted to local leaders wherever possible. We are equally proud of the collective strength, expertise and support that comes from working together as a Partnership.

As Chair of the Board, I have the privilege of seeing first-hand the dedication of our leaders, staff and Trustees, and the difference they make to the children, young people and communities we serve. We have strong foundations, high-performing leaders, committed governance and ambitious plans for the future. We are now looking for a Chief Executive Officer who can build upon these strengths whilst helping shape the next chapter of our story.

The successful candidate will be an inspirational and credible leader with the vision, integrity and strategic capability to lead a complex organisation. They will bring our shared vision and values to life, working with colleagues to evolve our culture whilst preserving the kinship, belonging and shared purpose that define our learning community. They will understand that educational excellence and organisational success are built through relationships, trust and collective responsibility. Most importantly, they will place children and young people at the heart of every decision and share our determination to improve life chances through exceptional education.

This role offers a rare opportunity to lead one of the North East's most distinctive learning communities; a Partnership where local identity is valued, where colleagues are connected by a shared purpose, and where there is a genuine commitment to developing both people and provision. We aspire to be an employer of choice and a Trust that enables every academy, every leader and every colleague to thrive.

If you share our belief in community, kinship and the transformational power of education, I encourage you to consider this opportunity and learn more about what makes Northern Arch Learning Partnership such a special place to lead.

Thank you for your interest in joining our learning community. I look forward to receiving your application.

Yours sincerely,



**Chair of the Board of Directors**



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# The Vacancy

## Lead one of the North East's most distinctive learning communities. Shape the future for every child, every colleague and every academy.

Northern Arch Learning Partnership serves approximately 4300 pupils across six academies and employs around 500 colleagues. As we continue to strengthen and develop our Partnership, we are seeking an exceptional, values-led Chief Executive Officer to lead our next phase of educational excellence, organisational development and sustainable growth.

Our Partnership is founded on kinship, belonging, shared purpose and an unwavering belief in what every child can achieve. Our ambition is clear: every child, in every academy, should benefit from an exceptional educational experience and achieve excellent outcomes. We value local leadership and want our academies to retain their distinctive character and connection to their communities, with decisions taken locally wherever possible, while benefiting from the collective strength, expertise and shared responsibility of the wider Partnership.

We also aspire to be an employer of choice: a place where talented people want to work; where colleagues feel valued and connected to a shared purpose, and where people are supported to develop, lead and make a difference.

*Northern Arch Learning Partnership is committed to safeguarding and promoting the welfare of children and young people. We expect all staff and volunteers to share this commitment. The successful candidate will be required to undergo an enhanced DBS check with children's barred list information and all pre-employment checks in line with Keeping Children Safe in Education.*

### Job Title

**Chief Executive Officer.**
Northern Arch Learning Partnership

### Pay Scale

L42–L48
**£146,651 - £170,063**

### Closing Date

**Monday 23rd November 2026**
12 noon

### Interviews to be held

**7th & 8th December 2026**

### Start Date

**Monday 12th April 2027**

### How to Apply

Information for applicants, including the job description and person specification for this role and an online application form, can be viewed at *https://nalp.face-ed.co.uk/vacancies*

If you have any difficulties completing the online application form, please contact Sam Recruit on 01924 907319 or the People Team at people@nalp.org.uk

For an informal discussion about the role please contact Mr Iain Clyde, Chair of the Board of Directors at iclyde@nalp.org.uk

## The Role

As Chief Executive Officer and Accounting Officer, you will provide inspirational, ethical and strategic leadership across the Partnership. Working closely with the Board of Directors, you will translate the Board's vision and strategy into sustained educational and organisational success while ensuring the responsible stewardship of public funds.

- Put children and young people at the heart of every strategic and operational decision.
- Build a strong learning community characterised by kinship, belonging, collaboration and high expectations.
- Secure excellent educational quality, inclusive practice and sustained improvement across all academies.
- Lead and develop Headteachers, Principals and the Trust Executive Team, empowering local leaders through the greatest appropriate delegation, with clear accountability alongside high-quality support.
- Build the Partnership as an employer of choice, attracting, developing, valuing and retaining talented people.
- Ensure the Partnership is financially and organisationally sustainable, well governed, effectively controlled and intelligently managed for risk.
- Discharge the personal responsibilities of the Accounting Officer with integrity, transparency and a strong commitment to regularity, propriety and value for money.
- Develop strong partnerships with local communities and the wider education system and evaluate opportunities for sustainable collaboration and development.

## The Person

You will be an exceptional and credible educational leader with the strategic capability to lead a complex organisation and the personal values to create genuine community and kinship across it. You will combine ambition for children with sound executive judgement, a strong understanding of accountability and the ability to build trusted relationships with Directors, leaders, staff and external partners.

- A demonstrable record of improving educational quality and outcomes.
- Substantial senior leadership experience in education, with experience across multiple schools, academies or settings.
- The ability to nurture a culture that reflects the Directors' vision, inspire senior leaders and build collective responsibility without losing local identity; together with the confidence to delegate authority as fully as responsibilities allow and trust others to lead.
- Strong strategic, financial, analytical and organisational leadership capability.
- A secure understanding of academy trust governance and the responsibilities of an Accounting Officer.
- An absolute commitment to safeguarding, inclusion, SEND and the welfare and success of every child.
- Integrity, humility, resilience and the courage to provide professional challenge when needed.

# Why this role matters

### For children

An exceptional experience, ambitious inclusive education and outstanding outcomes.

### For colleagues

An outstanding employer of choice, with belonging, development, high expectations and shared purpose.

### For our communities

A learning community rooted in local identity, strengthened by kinship, partnership and collective capacity.

# Why Northern Arch?

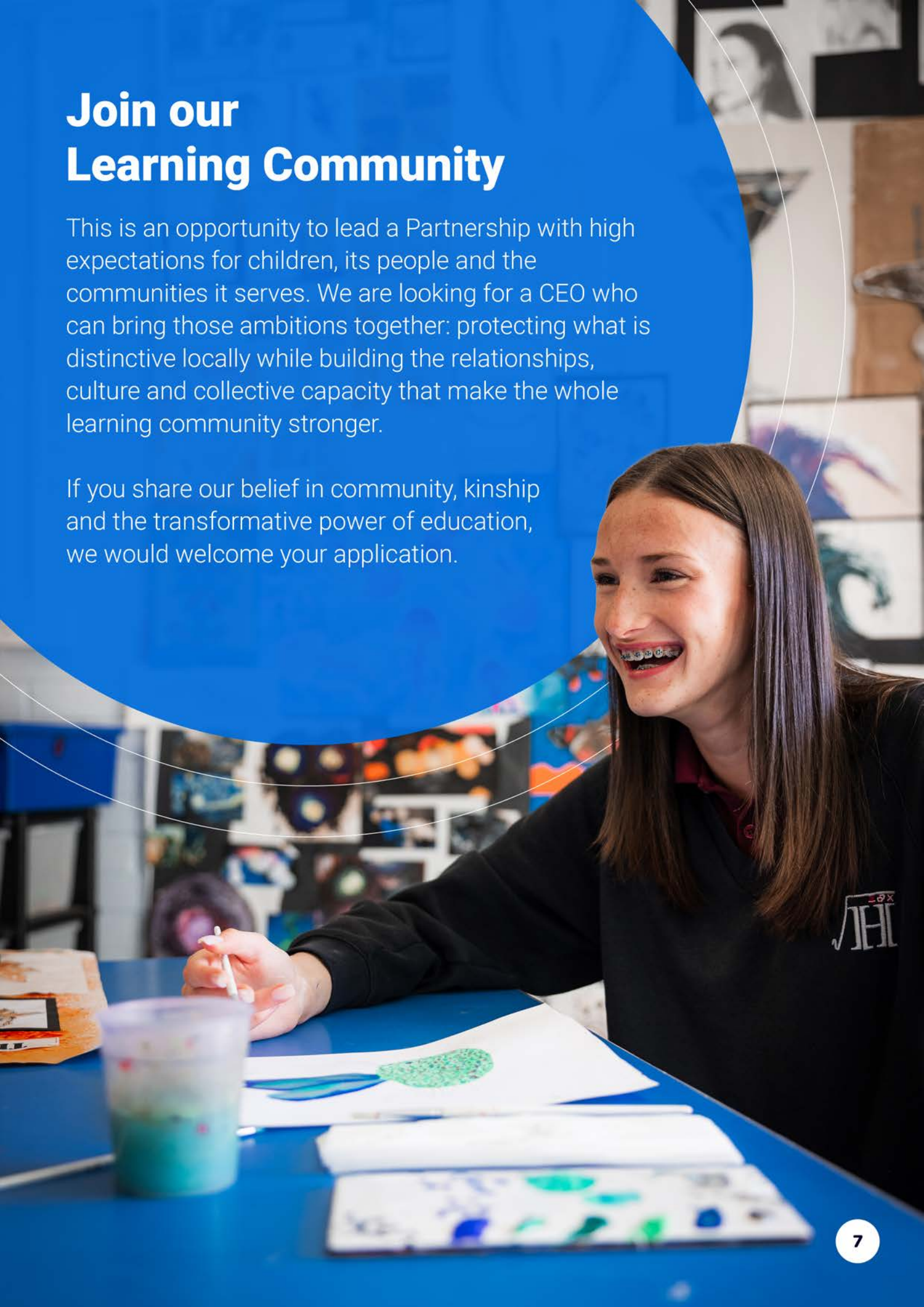
- **A culture founded on kinship, belonging and collective responsibility.**
- **Ambitious plans to improve life chances for every child and young person.**
- **High-performing and dedicated academy leaders.**
- **Strong and committed governance.**



# Join our Learning Community

This is an opportunity to lead a Partnership with high expectations for children, its people and the communities it serves. We are looking for a CEO who can bring those ambitions together: protecting what is distinctive locally while building the relationships, culture and collective capacity that make the whole learning community stronger.

If you share our belief in community, kinship and the transformative power of education, we would welcome your application.



# Job Description

**Job Title:** Chief Executive Office (CEO) and Accounting Officer

**Responsibile to:** Chair of the Board of Directors, on behalf of the Board

**Responsible for:** Headteachers/Principals and designated members of the Trust Executive Team

**Salary:** L42 - L48 (£146,651 - £170,063)

**Working Hours:** Hours requires to fulfil the responsibilities of the role

## Purpose of the Role

- Provide inspirational, ethical and strategic executive leadership for the Partnership as a learning community, building a strong sense of community and kinship so that every child benefits from an exceptional educational experience and achieves outstanding outcomes.
- Advise and support the Board in determining the Partnership's vision, values, strategic direction and priorities, and be accountable for translating the Board's approved strategy into clear plans, organisational objectives and measurable outcomes.
- As the Partnership's senior executive leader and Accounting Officer, oversee all Partnership operations and ensure educational and organisational improvement at scale, financial and organisational sustainability, effective risk management, regulatory compliance and responsible stewardship of public funds.
- Build a strong, collaborative learning community founded on community, kinship and shared responsibility, respecting the distinctive context of individual academies while ensuring every child benefits from the collective strength of the Partnership.

## Accountability and Strategic Governance

- Build an open, transparent and effective relationship with the Board of Directors and its committees, recognising the distinction between governance and executive leadership.
- Provide Directors with timely, accurate, balanced and appropriately evidenced advice and assurance on educational, financial, organisational and workforce performance, strategic priorities, compliance and significant risks.
- Ensure that the Board receives the information and assurance it requires to discharge its statutory, fiduciary and governance responsibilities effectively.
- Implement decisions of the Board and ensure effective executive arrangements exist to monitor delivery, impact and corrective action.
- Work constructively with local governing bodies within the Partnership's scheme of delegation, ensuring effective communication, support, challenge and escalation.
- Model high standards of ethical leadership, transparency, integrity and the Seven Principles of Public Life.

## Strategic Leadership and Organisational Development

- Create a compelling leadership narrative in which the Partnership is understood as a learning community, translating the Board's vision and values into a culture of community, kinship, belonging, collective responsibility and high expectations.
- Lead the development and implementation of the Partnership's strategic plan, with clear milestones, performance measures and accountabilities.
- Lead significant organisational change effectively, securing engagement, organisational capacity and sustainable improvement.
- Ensure effective communication and meaningful engagement with staff, pupils, families, governors and other stakeholders.
- Promote disciplined innovation, evidence-informed practice and continuous organisational learning across the Partnership.
- Ensure the Partnership considers environmental sustainability and the long-term impact of its activities and decisions.

## Educational Quality and Improvement

- Maintain an unrelenting focus on the quality of education, pupil experience and improved outcomes across all academies.
- Hold Headteachers and Principals to account for educational quality, standards, leadership and organisational performance, intervening decisively where performance falls below expectations.
- Ensure curriculum design, teaching, assessment and academy improvement approaches are ambitious, evidence-informed and responsive to pupils' needs.
- Ensure effective arrangements identify strengths, emerging concerns and underperformance early and lead to timely, proportionate support and intervention.
- Enable academies to share expertise and effective practice so that improvement capacity is developed across the Partnership.

## Safeguarding, Inclusion and Pupil Welfare

- Ensure safeguarding and the welfare of children and young people are paramount, with the highest standards of child protection, Prevent and safeguarding embedded throughout the Partnership.
- Ensure robust Partnership-wide safeguarding governance, assurance, policies, procedures and professional practice, with concerns escalated appropriately.
- Ensure high-quality SEND provision and an inclusive culture in which every pupil is welcomed, valued, supported and able to succeed.
- Ensure effective strategic approaches to attendance, behaviour, wellbeing and inclusion, recognising their impact on educational outcomes.
- Advance equality of opportunity, eliminate unlawful discrimination and ensure inclusion informs strategy, policy, resource allocation and organisational practice.

## Accounting Officer and Financial Responsibilities

- Serve as the Partnership's Accounting Officer and discharge the personal responsibilities attached to that role in accordance with the Academy Trust Handbook, the Partnership's funding agreement, applicable law and HM Treasury's Managing Public Money.
- Ensure regularity, propriety and value for money in the Partnership's use of public funds and provide appropriate assurance to the Board.
- Lead, with the Chief Financial Officer and executive team, a sustainable financial strategy that aligns resources with educational priorities and the Board's approved strategy.
- Ensure robust annual budgeting, medium-term financial planning and forecasting, effective financial controls, internal scrutiny, procurement and contract management.
- Ensure the Board receives timely and reliable information on financial sustainability, internal controls, compliance and material financial risks.
- Advise the Board promptly where a proposed course of action may be incompatible with legal, regulatory, funding or fiduciary obligations.

## People, Culture and Organisational Capability

- Lead and performance-manage Headteachers, Principals and designated members of the Trust Executive Team, establishing high expectations and clear accountability.
- Develop and implement a Partnership-wide people and culture strategy covering workforce planning, recruitment, retention, succession, leadership development, equality, diversity, inclusion and staff wellbeing.
- Create a healthy, open and respectful culture in which staff can contribute, raise concerns and be treated with dignity.
- Develop talent and leadership capacity at all levels, creating appropriate opportunities for professional development and career progression.
- Ensure the Partnership is a leading employer of choice, creating a learning community in which talented people are attracted, developed, valued and retained, and where colleagues experience a strong sense of belonging, kinship, professional growth and shared purpose.

## Operations, Estates, Digital and Organisational Resilience

- Ensure Partnership operations and shared services are effective, efficient, compliant and focused on supporting educational delivery.
- Ensure that the Partnership's estate is safe, suitable, compliant, well maintained and supported by effective condition, maintenance and capital planning.
- Provide strategic oversight of digital technology, data quality, data protection, information governance and cyber security.
- Ensure the responsible and safe adoption of emerging technologies, including artificial intelligence, where these support the Partnership's strategic and educational objectives.
- Ensure effective business continuity, critical-incident and organisational resilience arrangements are established, tested and maintained.

## Risk, Assurance and Compliance

- Advise the Board on risk appetite and ensure that the Board-approved risk appetite is translated into effective risk management, internal control and assurance arrangements across the Partnership.
- Maintain effective arrangements for identifying, assessing, managing, escalating and reporting strategic and operational risks.
- Ensure the Partnership complies with relevant legislation, regulatory requirements, funding agreements, statutory guidance, Partnership policies and delegated authorities.
- Ensure effective arrangements are in place for fraud prevention, conflicts of interest, gifts and hospitality, health and safety and other areas of corporate compliance.
- Promote a culture in which assurance is evidence-based, proportionate and focused on both compliance and continuous improvement.

## Partnerships, Public Benefit and Sustainable Development

- Build effective strategic relationships with academies, trusts, local authorities, government and regulatory bodies, community partners and other stakeholders.
- Ensure the Partnership operates for public benefit as a learning community rooted in the communities it serves, strengthening community and kinship and contributing positively to the wider education system through collaboration and the responsible sharing of expertise.
- Identify and evaluate opportunities for sustainable Partnership development, collaboration or growth in accordance with the strategy approved by the Board.
- Ensure proposals for significant development or growth are supported by rigorous educational, financial, organisational and governance due diligence and do not compromise the quality or sustainability of existing provision.

## Performance, Reporting and General Responsibilities

- Agree with the Board an appropriate executive performance framework with clear educational, financial, organisational and workforce measures, and report transparently on progress, impact, risks and corrective action.
- Work in accordance with Partnership policies, procedures and the Code of Conduct, including obligations relating to conflicts of interest, gifts and hospitality.
- Comply with health and safety requirements and ensure appropriate arrangements protect pupils, staff, visitors and others affected by the Partnership's activities.
- Safeguard and promote the welfare of children and young people and adhere to all relevant safeguarding procedures.
- Meet the English language requirements applicable to the role.
- The post is subject to an enhanced Disclosure and Barring Service check and other relevant pre-employment and ongoing checks.
- Undertake any other responsibilities commensurate with the position of Chief Executive Officer and Accounting Officer as reasonably required by the Board.

*Last reviewed: November 2026*

# Person Specification

**Assessment Key**

**AF** Application form/personal statement

**S** Selection process/interview

**D** DBS and relevant vetting

**C** Certificates

**R** References

| Criterion | Essential/ Desirable | Assessment |
|---|---|---|
| **QUALIFICATIONS & EDUCATION** | | |
| Degree or equivalent qualification | Essential | AF, C |
| Qualified Teacher Status, OR equivalent evidence of substantial professional credibility and successful leadership | Essential | AF, C |
| Evidence of significant and sustained professional development relevant to executive educational leadership | Essential | AF |
| National professional qualification in executive, headship or senior leadership | Desirable | AF, C |
| Postgraduate qualification relevant to education, leadership or organisational development | Desirable | AF, C |
| **EXPERIENCE & KNOWLEDGE** | | |
| Substantial and successful senior leadership experience within education, including as a Headteacher, Principal, Executive Leader or equivalent system leader | Essential | AF, S, R |
| Proven track record of securing sustained improvement in educational quality and pupil outcomes | Essential | AF, S, R |
| Significant experience of leading, supporting or overseeing improvement across multiple schools, academies or educational settings | Essential | AF, S, R |
| Deep understanding of curriculum, pedagogy, assessment, school improvement and educational standards | Essential | AF, S |
| Strong understanding of safeguarding, inclusion, SEND, attendance and behaviour and their impact on outcomes | Essential | AF, S, R |
| Highly developed strategic and analytical capability, including interpretation of complex performance information and risk | Essential | AF, S, R |

## EXPERIENCE & KNOWLEDGE continued

| | | |
|---|---|---|
| Experience of leading significant organisational change and improvement | Essential | AF, S, R |
| Experience of working effectively with Trustees, governors and executive leaders, providing strategic advice, challenge and assurance | Essential | AF, S, R |
| Strong understanding of the academy trust sector, including governance, accountability, strategic financial management and the respective responsibilities of Trustees and executives | Essential | AF, S, R |
| Secure understanding of the duties and personal accountability of an academy trust Accounting Officer, including regularity, propriety and value for money | Essential | AF, S |
| Experience of overseeing significant budgets, organisational resources, internal controls and medium-term financial planning within a complex organisation | Essential | AF, S, R |
| Experience of overseeing significant organisational risks and resilience, including relevant exposure to estates, data protection or cyber security | Essential | AF, S |
| Understanding of the educational, demographic and socio-economic context of the North East and its implications for Trust development | Essential | AF, S |
| Executive leadership experience within a multi-academy trust or similarly complex education organisation | Desirable | AF, S, R |
| Experience of academy growth, due diligence, school integration or Trust expansion | Desirable | AF, S |
| Experience of building effective regional partnerships with schools, trusts, local authorities and other education stakeholders | Desirable | AF, S, R |

## LEADERSHIP SKILLS & ATTRIBUTES

| | | |
|---|---|---|
| Ability to build an inclusive learning community founded on community, kinship, belonging and shared purpose, securing an exceptional experience and strong outcomes for every child and positioning the Trust as an employer of choice | Essential | AF, S, R |
| Exceptional and credible educational leadership, able to translate Partnership vision and priorities into sustained improvement | Essential | AF, S, R |
| Ability to build trusted relationships and a culture of collaboration, collective responsibility and shared accountability | Essential | AF, S, R |
| Ability to hold senior leaders to account, exercise sound executive judgement and intervene decisively where required | Essential | S, R |
| Ability to assimilate complex information, identify emerging risks, diagnose underlying issues and use evidence to drive improvement | Essential | S, R |

## LEADERSHIP SKILLS & ATTRIBUTES continued

| | | |
|---|---|---|
| Resilience and adaptability, with the capacity to manage competing priorities and lead through complexity and change | Essential | S, R |
| Exceptional communication, credibility and influencing skills with Trustees, leaders, staff and external stakeholders | Essential | S, R |
| Integrity, humility, strong moral purpose and commitment to the Seven Principles of Public Life, inclusion, safeguarding and pupil success | Essential | S, R |
| Ability to provide constructive professional challenge to the Board while respecting the distinction between governance and executive leadership | Essential | S, R |
| Proven ability to work openly and transparently with trustees and governors, ensuring the partnership is held to account for educational, financial, operational and strategic performance | Essential | S, R |

## SPECIAL REQUIREMENTS

| | | |
|---|---|---|
| **Ability to form and maintain appropriate professional relationships and boundaries with children and young people** | Essential | S, D |
| **Suitability to work with children and young people** | Essential | D |
| **Ability to communicate at ease and provide advice in accurate spoken English** | Essential | S |

*Employment references will be requested as part of the selection process. All appointments are subject to satisfactory references, relevant vetting checks and the Trust's safer recruitment requirements.*

***Last reviewed: November 2026***



# About Northern Arch Learning Partnership



Northern Arch Learning Partnership is a Multi Academy Trust bringing together partners from early years, primary, secondary and post-16 sectors to deliver our vision for a happy, healthy and successful learning community. At the heart of Northern Arch Learning Partnership is the belief that by working together we can utilise our collective skills, knowledge and ingenuity to positively impact the futures of the young people we serve.

# Our **Vision**

To build a learning community that shapes young people's development into happy, productive, independent adults.





# Our **Values**

Whilst the character and individuality of each academy is celebrated within Northern Arch, we share collective values through our commitment to:

## Aspiration

We are determined that all of our people aim high and we strive for educational excellence in all that we do.

## Inclusion

We care for every individual, value diversity and respect each other.

## Collaboration

We work co-operatively and constructively as a team to serve our local and wider communities.

## Empowerment

We believe in building every individual into a confident, capable and healthy citizen.

# Our Acadmies

Northern Arch now comprises six academies: one sixth form college, two secondaries, one primary with a nursery; one infant and one junior. Numbers on roll at each are as follows:




At their most recent OFSTED inspections, the academies were graded as follows:

| | |
|---|---|
| **Mowden Infant School** | Good |
| **Mowden Junior Schools** | Strong/expected (in all areas) |
| **The Rydal Academy** | Good (overall) |
| **Longfield Academy** | Good (in all areas) |
| **Hurworth School** | Good (overall) |
| **Queen Elizabeth Sixth Form College** | Outstanding (overall) |

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