

Chief Financial & Operations Officer (CFOO)

Lighthouse Education Trust — Yorkshire (New and Growing Multi-Academy Trust)

Lighthouse Education Trust is a new and growing Multi Academy Trust with a clear vision: to deliver excellent educational outcomes through strong leadership, robust systems and sustainable growth. We are seeking an exceptional **Chief Financial & Operating Officer (CFOO)** to play a pivotal role in shaping the future of our Trust.

As a key member of the Executive Team, the CFOO will provide strategic leadership across finance and operations, building and embedding the infrastructure required to support both immediate priorities and long-term expansion. This is a rare opportunity to help establish a MAT from its early stages and to design systems, processes and governance that will scale effectively as new schools join the Trust.

The Trust is initially formed by our founder school, **Lighthouse Leeds**, with a second school, **Lighthouse Harrogate**, opening in 2026.

The Role

The CFOO will:

- Provide expert financial stewardship, ensuring strong budgeting, forecasting, reporting and value for money
- Lead all operational functions, including finance, HR, estates, IT, compliance and risk
- Establish and embed robust governance, policies and procedures aligned with statutory and regulatory requirements
- Develop scalable systems and structures to support sustainable growth
- Work closely with the CEO, Trustees and school leaders to enable excellent educational outcomes
- Ensure the Trust is resilient, efficient, compliant and well-prepared for expansion

The Ideal Candidate

We are looking for a strategic, values-driven leader who:

- Has significant senior experience in finance and operations, ideally within education, the public sector or a complex organisation
- Brings strong commercial acumen alongside a commitment to public service and education
- Is confident building systems and structures in a growing organisation
- Has excellent leadership, communication and stakeholder-management skills
- Is motivated by the opportunity to shape and grow a mission-led Trust from an early stage

Why Join Lighthouse Education Trust?

- A unique opportunity to help shape a new MAT at a formative stage
- The chance to work closely with a committed Executive Team and Trustees
- Meaningful work that directly supports schools and improves life chances for children and young people

About the school:

Lighthouse School Leeds is a 'Good' school with aspirations to be 'Outstanding' in the near future. We are a happy and vibrant community, where young autistic people learn, flourish and thrive. Currently, we have 104 students on roll aged 11 to 19 years. Students study a range KS3, Level 1,2, 3 qualifications, including BTECs and GCSEs.

The trust has recently been appointed to open Lighthouse School Harrogate which will accommodate 80 autistic students aged 11-19 years.

This role comes with full training, induction and a range of benefits:

- **Salary** paid across 12 equal monthly instalments, and an increase each September (subject to Trustee approval and the finances of the school).
- **Mental health and wellbeing at the heart of everything we do** - our staff say they feel supported by the Senior Leadership Team and our Mental Health First Aider Team.
- **Access to a range of free health care services** including, Employee Assistance Programme offering free counselling (general/menopause), physiotherapy, 24/7 GP service, stress coaching, nurse support services, financial wellbeing coaching, surgical assistance programme, free flu vaccinations, and eye tests for VDU users. See [here](#) for more information.
- **Up to date autism specific training**, including person centred approaches, positive behaviour support strategies and understanding communication from our Speech and Language Therapists and our training and Wellbeing Teams.
- **Continuous Professional Development** including access to coaching, mentoring and supervision, as well as e-learning and online training courses.

If you're ready to play a key role in shaping the future of a growing Trust, we'd love to explore this opportunity with you.

Please visit our [website](#) for a job description/person specification and further details regarding the role and Lighthouse School Leeds.

Speak to our Chief Finance & Operations Officer, Katherine Atkinson or our HR Director, Joanne Colley, to find out more and arrange a visit ahead of the closing date by contacting Lighthouse School Leeds on 0113 4570605.

Lighthouse School is committed to safeguarding and promoting the welfare of its students and expect all staff and volunteers to share this commitment. An enhanced DBS certificate is required for the successful applicant, and all newly appointed staff who have lived or travelled overseas for 12 months or more in the past 10 years will be required to undertake an overseas check as part of our pre-employment checks. Information can be found on the [government website](#).

We are also committed to the equal treatment of all current and prospective employees and do not condone discrimination on the basis of age, disability, sex, sexual orientation,

pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership. We aspire to have a diverse and inclusive workplace and strongly encourage suitably qualified applicants from a wide range of backgrounds to apply to join us and positively encourage you to choose a career at our inclusive school. You may be eligible for Access to Work interventions in order to assist you to return or remain in the workplace, eligibility information can be found on the [government website](#).

***We are also a DfE appointed Flexible Working Participant School and open to offering a range of flexible working options. Please share your preferences with our HR colleagues at your earliest opportunity in order that these can be fully considered.**

Closing date: 9am on Monday 23rd February 2026 with interviews planned for 10th & 11th March 2026.