



## **Welcome from the Chair of Trustees**

Thank you for your interest in the role of Chief Operating Officer at Minster Trust for Education.

As Chair of Trustees, it is a privilege to serve a trust that is deeply committed to the flourishing of every child and every community within our schools. At the heart of MITRE is a simple but powerful belief: that by working together with integrity, wisdom, kindness, collaboration and service, we can offer an education that enables young people not only to achieve well academically but also to grow in character, confidence and purpose.

The Trust has developed steadily in recent years as a partnership of schools across Nottinghamshire, each bringing its own distinctive character while sharing a collective commitment to educational excellence and mutual support. Our Christian foundation shapes the way we work together, providing a values-based framework that is inclusive and welcoming to all.

The role of Chief Operating Officer is central to the continued strength and sustainability of the Trust. The successful candidate will join a committed executive team and will play an important part in ensuring that our schools are supported by strong financial stewardship, effective operational leadership and a culture of professionalism and service.

We are seeking someone who shares our commitment to the Trust's mission and values and who will contribute thoughtfully and generously to the next stage of MITRE's development.

Thank you for considering this opportunity. I hope that, as you read further, you gain a clear sense of the purpose and partnership that characterise our work.

***Moira Hepworth***

*Chair of Trustees*

*Minster Trust for Education*

# Minster Trust for Education



## **Welcome from the Chief Executive Officer**

Thank you for your interest in the role of Chief Operating Officer at the Minster Trust for Education.

At MITRE we share a common purpose: to support our schools in providing the very best education for the children and communities they serve. Our mission — *Together we help every child to flourish, opening doors to fulfilling futures* — reflects our belief that strong relationships, shared values and a commitment to working well together sit at the heart of excellent education.

The Chief Operating Officer plays an important role in enabling that mission to be realised. The role carries responsibility for the Trust's financial stewardship, operational leadership and statutory compliance, serving as the Trust's Chief Financial Officer and working closely with me as Accounting Officer to ensure the highest standards of governance and integrity.

Equally important, however, is the relational side of the role. The COO is a trusted partner and sounding board for the CEO, and a key member of the executive team. Together we seek to build and support a strong group of operational leaders across finance, HR, estates and IT so that our schools are served by thoughtful, high-quality professional support.

If the role interests you, I would very much welcome the opportunity to speak with you. Please feel free to arrange an informal conversation by contacting **Stacey Sills** at [s.sills@mitretrust.org.uk](mailto:s.sills@mitretrust.org.uk), who will be happy to find a suitable time.

***Matthew Parris***

*Chief Executive Officer*

*Minster Trust for Education*



## About Minster Trust for Education

Minster Trust for Education is a Church of England multi-academy trust rooted in a deeply collaborative model of leadership and a shared commitment to the flourishing of every child. Guided by our mission — Together we help every child to flourish, opening doors to fulfilling futures — we are shaped by a Christian foundation that is fully inclusive and welcoming to all, expressed through values that resonate across diverse communities. We are a cross-phase family of schools working across towns and villages in Nottinghamshire, including both schools with a Church of England designation and others drawn to the Trust through a shared commitment to our ethos and values. Each of our schools is distinctive, yet united by a common purpose and a belief that we are stronger together. Our values of Integrity, Wisdom, Kindness, Collaboration and Service shape both what we do and how we work: fostering strong relationships, shared responsibility, and a culture of professional generosity. We seek to combine educational excellence with character formation, ensuring that pupils experience both outstanding outcomes and a rich, holistic education.

## About the role

This is a significant moment in the development of the Trust. Following the planned retirement of the current postholder, we are seeking to appoint a Chief Operating Officer who will play a pivotal role in shaping the next phase of our organisational journey.

The COO will serve as a key member of the executive leadership team and the CEO's principal partner for business strategy, financial stewardship, and operational leadership. The role combines strategic influence with grounded, values-led leadership and offers the opportunity to help shape a mature, collaborative trust that is deeply committed to serving its schools and communities well.

A defining feature of the role is the opportunity to develop the next layer of operational leadership. We are seeking a leader who will actively grow the strategic capacity of our business leaders over time, fostering a more distributed leadership model while maintaining strong financial and operational discipline.