



ACCOMPLISH

MULTI ACADEMY TRUST

APPLICATION PACK

DIRECTOR OF EDUCATION

WELCOME FROM THE TRUST CEO, TRACY SWINBURNE OBE

"Excellence is at the heart of everything we do."

Dear Applicant,

Thank you for your interest in joining Accomplish MAT as our new **Director of Education**. We are a Trust founded on a vision of excellence for all, where every child—no matter their starting point—deserves the highest quality, holistic education that nurtures not only academic achievement but character, creativity, and confidence.

Our vision is to educate, empower and inspire generations of children through a network of outstanding schools recognised locally, regionally and nationally as benchmarks of teaching, learning and holistic education. Our principles are rooted in ensuring that every child makes extraordinary progress in all areas, achieves exceptional standards and fulfils their huge potential in schools where best practice is the norm.

We believe in three core **Values** that shape who we are and how we work:

- **We empower each other to work hard and accomplish greatness** — striving for excellence in all that we do; promoting teamwork, creativity, accountability, and high achievement; building partnerships that elevate us all.
- **We celebrate uniqueness** — valuing diversity and inclusion; recognising and promoting the unique qualities of both children and adults; fostering individuality, innovation and resilience.
- **We care deeply about each other** — holding high expectations for all; ensuring that every child and every staff member is supported, safe, seen and nurtured; valuing wellbeing, community, and collaboration.

In this role, your challenge—and opportunity—will be to lead with rigour, integrity and imagination. We are looking for a leader who is:

- **Strategic and forward-thinking**, able to set and articulate an ambitious vision for education across multiple schools, and to anticipate and respond proactively to challenges and opportunities in the education landscape.
- **Experienced in school leadership**, with a proven track record of driving school improvement, raising standards, leading teams, and delivering excellent outcomes.

- **Dynamic and inspirational**, capable of motivating staff and students alike; someone who leads by example, fosters innovation, and refuses to settle for “good enough.”
- **Values-aligned**, someone who will uphold and embody our commitment to empowerment, to celebrating uniqueness, and to caring deeply—for children, staff, and communities.

The successful candidate will be pivotal in ensuring that Accomplish MAT does not just meet high standards, but sets them. You will lead the development and implementation of systems and practices to ensure consistency, excellence and continuous improvement—always putting children at the centre.

If you believe you have the vision, passion, operational experience and leadership to make a profound impact—helping us to empower children, develop staff, and foster thriving communities—then we would be delighted to receive your application.



Warm regards,

Tracy Swinburne OBE

Chief Executive Officer

LETTER FROM ANDREW CARTER, CHAIR OF TRUSTEES

Dear Candidate,

On behalf of the Board of Trustees, I am delighted to welcome your interest in the role of **Director of Education** at Accomplish MAT. At the heart of our Trust lies a simple but uncompromising belief: *excellence is not optional—it is essential*. Our schools must be places where every child can accomplish greatness, and where the highest standards are consistently achieved.

As Trustees, we hold the strategic responsibility for ensuring that every decision taken by the Trust advances this mission. The Director of Education plays a pivotal role in realising that ambition, serving as both a professional leader of education across our schools and a trusted adviser to the Board. We are looking for someone who will not only lead and inspire our schools but also provide the Board with clear, insightful, and evidence-based reporting on educational performance, improvement priorities, and the impact of strategic initiatives.

The successful candidate will:

- Work in close partnership with Trustees and the Chief Executive, ensuring that our vision, values and priorities are consistently translated into practice across the Trust.
- Offer the Board honest, expert advice on educational standards, curriculum, teaching, safeguarding, and outcomes, so that Trustees can make informed and responsible decisions.
- Drive innovation and improvement across our schools, ensuring that best practice is not only identified but embedded, and that challenges are addressed with courage and integrity.
- Embody our Trust values: to **empower others**, to **celebrate uniqueness**, and to **care deeply** about staff, pupils and communities.

We are seeking a leader who combines vision, courage, discipline and extraordinary follow-through. Someone who sets and champions high expectations, who builds robust systems and sustainable structures, and who never loses sight of the people behind the numbers—children, staff, and families.

The Director of Education will be at the heart of Accomplish MAT's journey, working very closely with the CEO and the Board to secure excellence today and shape the education of tomorrow. This is a rare and exciting opportunity to join a Trust with strong foundations and to play a defining role in its next stage of growth.



We look forward to meeting a candidate who shares our ambitions and values, and who has the drive and proven experience to help us deliver them.

Yours faithfully,

Andrew Carter
Chair of Trustees

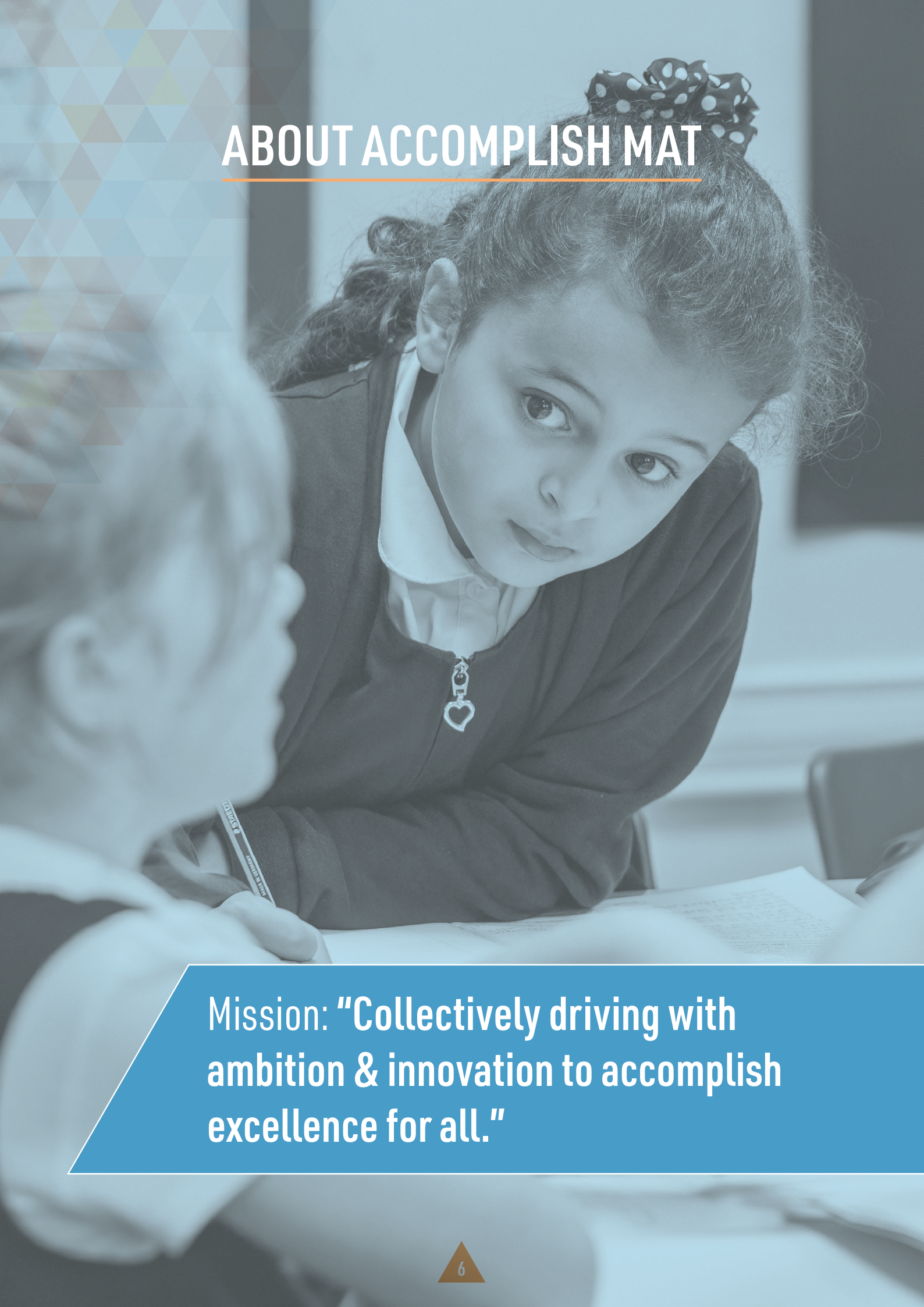
WHO ARE WE

ACCOMPLISHING
GREAT THINGS
TOGETHER



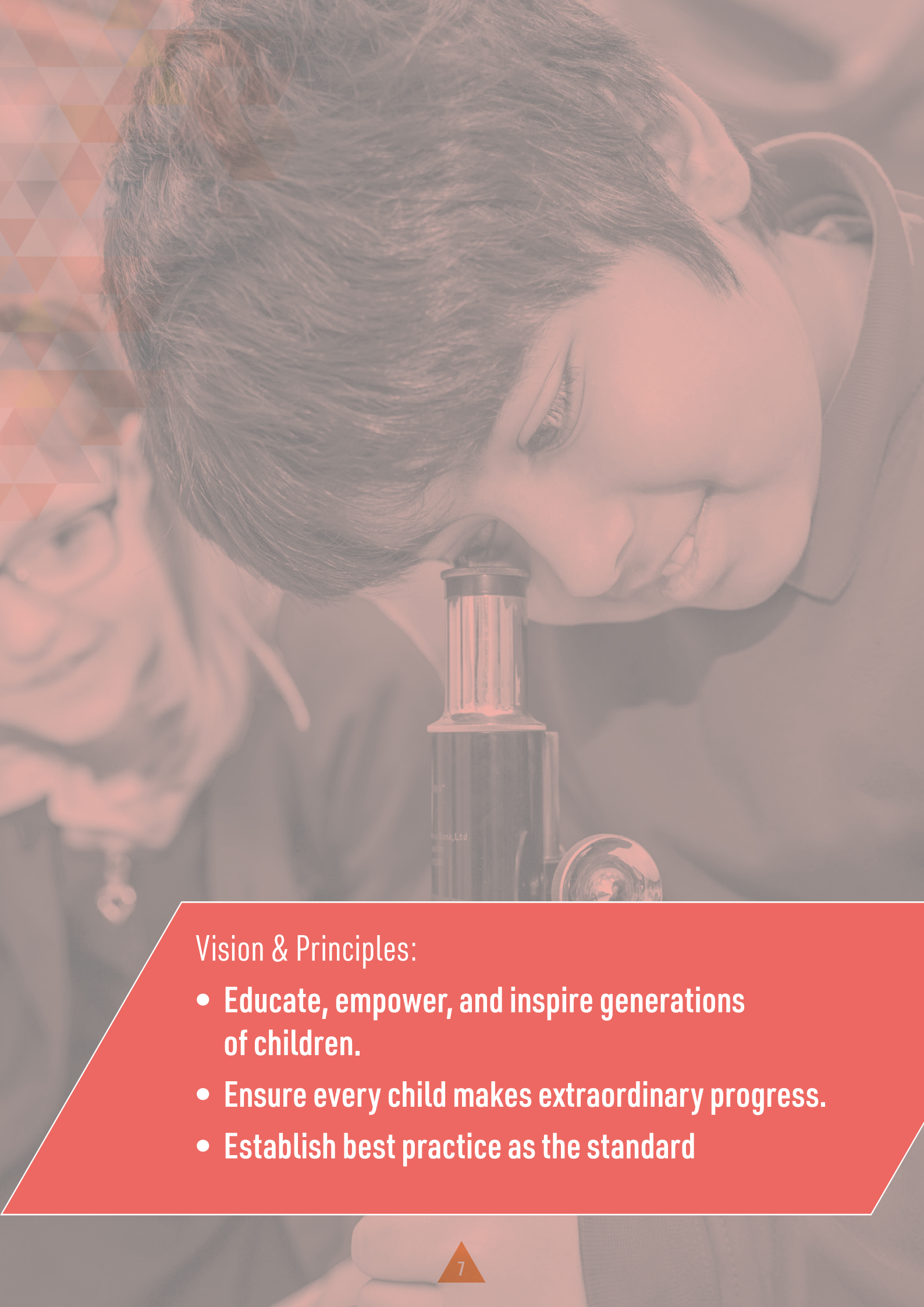
English Hubs

Jerry Clay English Hub



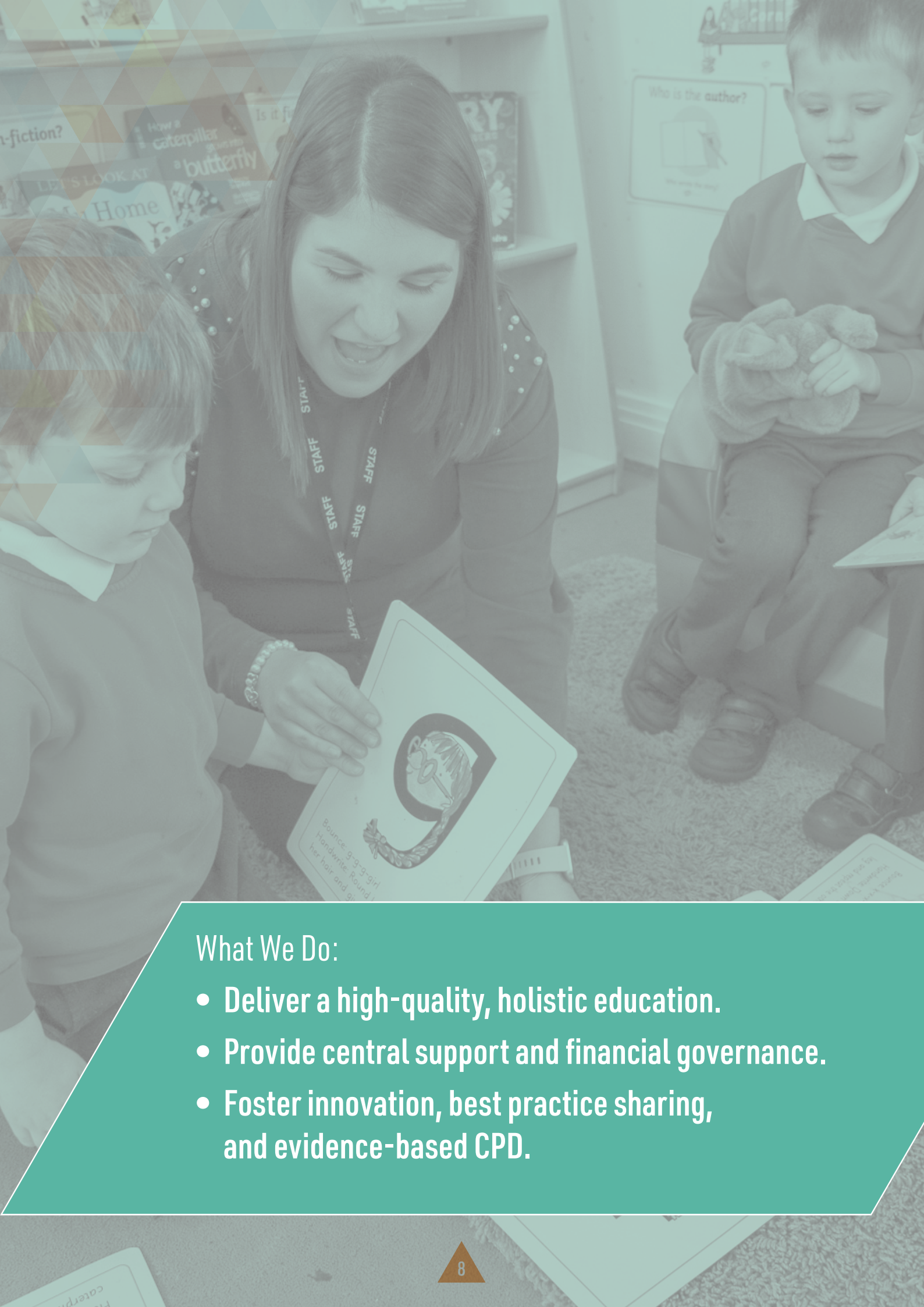
ABOUT ACCOMPLISH MAT

Mission: "Collectively driving with ambition & innovation to accomplish excellence for all."



Vision & Principles:

- Educate, empower, and inspire generations of children.
- Ensure every child makes extraordinary progress.
- Establish best practice as the standard



What We Do:

- Deliver a high-quality, holistic education.
- Provide central support and financial governance.
- Foster innovation, best practice sharing, and evidence-based CPD.



OUR VALUES



Empower

Commitment to excellence; teamwork; holding high expectations; celebrating achievement; enabling others to achieve their potential.

Celebrate Uniqueness

Recognise diversity; remove barriers; nurture talent; promote individuality in children and adults.

Care

High expectations for staff and children; collaborative culture; staff wellbeing; safe and supportive environments.

THE ROLE: DIRECTOR OF EDUCATION

As Director of Education, you will be the driving force in collaboration with the CEO for educational excellence across Accomplish MAT. You will provide visionary leadership, set clear strategic direction, and ensure our schools deliver the highest possible outcomes for every child.

Pay Scale: L26- L28 (£95,735- £100,540)

You will:

- **Provide strategic and operational leadership for educational standards**, ensuring that every school within the Trust is ambitious, effective, and relentlessly focused on pupil progress and achievement.
- **Lead Headteachers and senior leaders**, offering challenge, support, and professional inspiration to raise teaching quality, strengthen curriculum design, and embed a culture of innovation and continuous improvement.
- **Set and deliver the Trust's education strategy**, aligned with our vision and values, ensuring it is ambitious, evidence-based, and responsive to the changing educational landscape.
- **Lead our subject focus groups and professional networks**, championing subject-specific excellence, driving collaboration across schools, and ensuring curriculum leadership is of the highest quality.
- **Implement, monitor and evaluate school improvement strategies**, ensuring extraordinary progress for every learner and addressing underperformance swiftly and effectively.
- **Foster innovation in pedagogy and practice**, encouraging research-informed approaches, digital learning opportunities, and creative solutions that prepare pupils for the future.
- **Champion equity and inclusion**, ensuring that every child—whatever their background or starting point—has access to an excellent education and opportunities to thrive.
- **Build strong external partnerships** with local authorities, regulators, universities, employers and other educational organisations, ensuring Accomplish MAT both shares and learns from best practice.
- **Lead professional development and talent management**, supporting the growth of teachers and leaders at all levels and building a pipeline of future leaders for the Trust. Training includes delivering on some of our English Hub programmes too.

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- **Contribute to and help shape the wider Trust strategy as part of the Executive Leadership Team**, ensuring that educational priorities are at the heart of organisational decision-making and long-term planning.
 - **Provide Trustees with clear and expert advice**, reporting on educational performance, priorities and impact, and supporting the Board's governance and strategic responsibilities.

This is a role for a dynamic, forward-thinking leader—someone who combines strategic vision with operational discipline, has a track record of successful school leadership, and can inspire and empower others to achieve greatness.

PERSON SPECIFICATION: DIRECTOR OF EDUCATION



Essential Skills and Experience

- **Proven track record of successful school leadership** as a Headteacher, Executive Headteacher, or equivalent, with evidence of raising standards and delivering sustained school improvement.
- **Strategic leadership experience** with the ability to set, implement and evaluate education strategies that deliver excellence and equity.
- Deep knowledge of **curriculum design, pedagogy and assessment**, and the ability to lead and inspire subject leadership across a wide range of disciplines.
- Demonstrable experience in **leading professional development** and talent management, with a strong record of building capacity and developing future leaders.
- Evidence of **driving innovation** and embedding research-informed practice that has positively impacted teaching, learning and pupil outcomes.
- Strong understanding of **safeguarding, SEND and inclusion**, with a commitment to ensuring every child, regardless of background or starting point, achieves their full potential.
- Experience of working collaboratively with **governing boards or trustees**, providing high-quality reporting, strategic advice and professional challenge.
- Ability to **build partnerships** with external stakeholders such as local authorities, regulators, universities and community organisations.
- **Excellent communication**, influencing and interpersonal skills, with the credibility and authority to engage effectively with senior leaders, teachers, Trustees and external partners.
- **Financial and resource awareness**, with the ability to make informed decisions that balance educational priorities with sustainability.



Desirable Skills and Experience

- Experience of working with a **Multi-Academy Trust** or equivalent multi-school organisation.
- Evidence of **leading at scale**, such as oversight of multiple schools, phases, or regions.
- Knowledge of **national and regional education policy**, and the ability to anticipate and respond to changes in the wider educational landscape.
- Experience in **system leadership roles**, such as working with teaching schools, research schools, curriculum hubs or local education partnerships.
- Evidence of successfully embedding **digital and technological innovation** within curriculum and pedagogy.

Personal Qualities

- A relentless commitment to **excellence for all children** and a refusal to settle for “good enough.”
- **Dynamic and forward-thinking**, with the courage to challenge and the creativity to innovate.
- High levels of **emotional intelligence**, able to inspire confidence, motivate others, and build strong relationships across diverse communities.
- **Resilient and disciplined**, with the ability to balance vision with operational follow-through.
- A leader who **embodies the values of Accomplish MAT**: empowering others, celebrating uniqueness, and caring deeply about people.

WHAT ACCOMPLISH MAT CAN OFFER

A young girl with pigtails is the central focus, sticking her tongue out playfully and clapping her hands. She is wearing a dark jacket over a white shirt. In the background, other children are visible, some also clapping, creating a sense of a group activity or celebration. The overall tone is warm and positive.

When you join Accomplish MAT, you become part of a Trust that doesn't just talk about values—it lives them. We believe that for our children to thrive, so must our staff

What you can expect when you join us in an executive leadership role like Director of Education:

Comprehensive Wellbeing Support

We take staff wellbeing seriously. You will have access to services supporting both physical and mental health. Our commitment includes external provision for wellbeing, including counselling, occupational health support, and mental health services. We also promote a culture where mental health and wellbeing are embedded in staff-development initiatives.

Flexible Working Considerations

We recognise the importance of balancing work and life, especially for staff with caregiving responsibilities. Wherever possible, flexible working arrangements are considered and supported.

Extensive Professional Development

You will benefit from high-quality CPD opportunities. We invest annually in developing our staff's skills, knowledge and behaviours. Alongside structured training, there are opportunities for collaborative working, action-research, joint practice development, and specialist leadership supported.

Career Progression and Leadership Opportunities

As a growing Trust, with multiple schools and hubs, we offer real pathways for progression. As Director of Education you would play a central part in talent development across the Trust—identifying, mentoring and empowering leaders at all levels. You will also lead subject-focus groups and networks, elevating excellence across disciplines.

Strong Support Structures & Shared Best Practice

You will be supported by a central team with experienced professionals, robust systems, and shared resources. The Trust emphasises collaboration: expertise is shared, best practice disseminated, and back-office functions strengthened to free time for educational leadership.

Values-Driven Culture

At Accomplish MAT, we care about more than just academic outcomes. Our culture is built around empowering each other, celebrating uniqueness, and caring deeply about all members of our community. You will play a leading role in sustaining a working environment of trust, respect, belonging, and high expectations.



HOW TO APPLY

We are delighted that you are considering applying for the role of **Director of Education** at Accomplish MAT.

Application Process

- **Complete the application form in full.**
- **Submit a supporting statement** of no more than 2,000 words. This should clearly demonstrate how your skills, experience and achievements meet the requirements of the Person Specification. Please use specific examples to evidence your impact.

Key Dates

- **Closing date:** Wednesday 26th November, 12 noon
- **Interviews:** Thursday 4th December

Informal Conversation

We warmly encourage potential applicants to arrange an **informal meeting or conversation with Tracy Swinburne OBE, Chief Executive Officer**, before submitting an application. This provides an opportunity to find out more about our Trust, our values and our ambitions for this role.

To arrange this, please contact [**Recruitment@amat.org.uk**](mailto:Recruitment@amat.org.uk)

Submission

Completed applications and supporting statements should be sent to:

[**Recruitment@amat.org.uk**](mailto:Recruitment@amat.org.uk)