



Nexus Education Schools Trust

Recruitment Pack

Director of Education



April 2022

Nexus Education Schools Trust

Director of Education

We are recruiting a **Director of Education** for September 2022 to work across schools in our growing Trust. The successful candidate will: -

- Develop the leadership, strategic development and school improvement policy of schools within Nexus Education Schools Trust (NEST)
- Be responsible for the education standards and outcomes of provision for schools
- Be responsible for Health and Safety compliance across the Trust.

Salary	Salary commensurate with experience
Location	NEST Central Offices at Worsley Bridge Primary School Worsley Bridge Primary School Brackley Road Beckenham BR3 1RF Office@nestschools.org
Hours	Full time, although part time options will be considered for the right candidate. Permanent contract
Start Date	1 September 2022
Closing Date	12 noon on 16 May 2022
Interview Date	24 May 2022

An exciting opportunity has arisen to join our dynamic and successful Central Team within Nexus Education Schools Multi Academy Trust (NEST).

The successful candidate will be: -

- Degree educated.
- Professionally qualified.
- Experienced in leading schools and/or within an education setting at Trust/Local Authority level.
- Committed to supporting the work of education leaders who are passionate about learning
- Self-motivated and an excellent communicator.
- Have substantial education knowledge and experience to plan for the strategic improvements to our schools.
- Have a strong financial background to ensure sustainability and development of Nexus Education Schools Trust schools.
- Able to provide strategic guidance to the Trust in support of its growth, strategy and aspirations and provide day to day strategic management of education provision within the Trust.
- An effective communicator with strong interpersonal skills.
- Able to lead and manage teams across hub areas and within the central office.
- Committed to improving children's learning and outcomes through the effective leadership and deployment of resources across the Trust.
- Committed to continued learning and development of professional practice.
- Able to work with and further support the development of Thames South Teaching School.

We can offer:

- Supportive staff, trustees and governance
- Appropriate resources, environment and support
- Opportunities for continuing professional development
- Strong school partnerships within and beyond NEST
- An outward looking and growing Trust

Nexus Education Schools Trust (NEST)

NEST is a growing Multi Academy Trust, presently with a hub of 11 primary schools in Bromley, and four schools in Southwark and Lewisham joining our new London South hub in Summer 2022. In 2022-23 we will be growing further, with schools joining from Kent and South London. Our schools have benefited from capital investment over the last five years and provide excellent learning opportunities for our pupils.

NEST is an exceptional and distinctive learning community where there is a focus upon learning.

At NEST our commitment to the learning process challenges all our schools to fully endorse the concept of collaborative learning. Just as our commitment to inclusion is a non-negotiable, so too is each school's contribution to inter-school learning and the development of a NEST wide professional learning community.

You will join a team who believes:

“We have a moral purpose to provide excellence and opportunity for all, to enable lives to be transformed”.

Nexus Education Schools Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. The successful candidate will be required to undergo an enhanced DBS clearance and complete a rigorous recruitment procedure.

The NEST strategic drivers are:

a) Strong performance through

- Academic excellence through enriching curriculum and quality first teaching
- Breadth of opportunity, breadth of curriculum and extra-curricular activities
- High quality training to support staff recruitment and retention
- Quality assurance framework including support to schools and monitoring

b) Financial stability and alignment through

- Centralisation
- Hub / cluster development for the efficient delivery of services
- Provision of extended services to schools and partner organisations and self-generated income (NEST Nurseries and Care provision (Before, after and holiday clubs)
- New schools benefiting from economies of scale.

c) Growth in pupil numbers through

- Development of Nursery Education
- Additional Schools joining NEST
- Associate partnership agreements
- Maintenance of pupil numbers through popularity of Trust schools by the community.

Based predominantly at the NEST Central Office, there is a requirement for the post-holder to travel to all schools within the NEST estate.

Applications should be received at Nexus Education Schools Trust to lbromley@nestschools.org no later than 12 noon on 16 May 2022.

If you have any queries, please contact the Central Team Office – 020 8289 4767 or alternatively email Lisa Bromley at lbromley@nestschools.org



Dear Candidate,

Thank you for your interest in this role within Nexus Education Schools Trust.

This is a hugely exciting time for our schools the Trust now includes: -

**Alexandra Infant School
Alexandra Junior School
Balgowan Primary School
Bickley Primary School**

**Farnborough Primary School
Highfield Infants' School
Highfield Junior School**

**Manor Oak Primary School
Perry Hall Primary School
Pickhurst Infant Academy
Worsley Bridge Primary School**

Thames South Teaching School Hub

The Trust schools are presently all based in the London Borough of Bromley, all schools are judged to be good or outstanding, have strong leadership and provide a breadth of opportunities and excellent outcomes for all pupils. Our vision is to enable individual schools to flourish with real autonomy within a hub network, whilst also ensuring a strong ethos of support and collaboration across schools.

The Trust is outward looking and will soon be developing further hubs in South London.

Nexus Education Schools Trust believe that all decisions and choices should be child centred. We aim to:

- nurture every individual,
- provide excellent education outcomes,
- enable all to succeed and
- transform the life opportunities and aspirations of our pupils, allowing them to be fulfilled individuals within an ever-changing world.

As an organisation, we recognise that each school's community is different. We value this uniqueness and contribution in ensuring pupils have the best education and experiences. Each school is fundamental to the success of the organisation. We believe passionately that together, we can make a greater difference, providing higher education outcomes and wider opportunities for our pupils as well as greater prospects for our staff and communities.

The Trust provides a strong culture of collaboration and support, together with high expectations for staff and pupils alike. Those we recruit can demonstrate they:

- share our values,
- are highly motivated to work with colleagues within and beyond their school,
- continuously develop their skills and pursue professional excellence
- are committed to providing the highest standards and breadth of opportunity for all children.

I hope the pack encourages you to apply and look forward to receiving your application for the post.

Kind Regards,

Paula Farrow
CEO
Nest Education Schools Trust

Director of Education

The Director of Education will play a key part in the development and growth of the Trust through its strategic priorities, including the formation of new hubs.

Responsible to: Chief Executive Officer

Other Information: Driving Licence required, as travel between schools is essential

Job Description

The Trust is seeking a Director of Education to lead and further develop our education team. Excellent development work has already been undertaken by a strong and committed Central Team and individual school Headteachers.

The person appointed will bring a fresh perspective and work with the team and schools to take our success to the next level, to achieve exceptional opportunities and outcomes for all.

Purpose

The Director of Education is the lead educational professional who will provide strong leadership and strategic direction for education in schools across the Trust. The Director will play a key role in the raising of standards and in supporting schools, through outstanding provision, as a centre of excellence and distinctiveness for each of their communities.

You will have a proven track record of delivering and leading a complex service, with extensive experience of operating successfully within a senior leadership team, shaping and influencing innovative and high-quality practice in high performing teams. You will need to provide strategic leadership and work collaboratively to lead and embed a performance focused culture to deliver high quality outcomes.

The main duties and responsibilities are:

To provide strong leadership for education across the Trust by: -

- upholding the vision and implementing the strategic direction so that it is understood and acted upon by all stakeholders.
- analysing and preparing for future needs considering local contexts.
- providing clear direction to the Board and its committees.
- providing advice to the Board and its committees on all matters of policy.
- promoting and developing a shared vision.
- regular, open communication and effective policy design and implementation.
- ensuring that the voice of children in schools is heard and acted upon.
- ensuring that the education team is well staffed with the expertise needed to support schools.
- ensuring that the provision of all training for heads, local committees and staff is of high quality.
- keeping abreast of all legislation and advising and initiating developments in schools as appropriate.
- use of excellent communication skills with the ability to influence, negotiate and establish credibility to represent the Trust, enhance its reputation and form positive relationships with stakeholders and external partners.
- being able to recognise where change is needed, to embrace and create an enthusiasm for change and to work effectively with others to develop creative, innovative and customer-focused solutions.

To shape the policy of the Board and its committees:

- in partnership with the CEO and CFO, by ensuring that the finances and resources of the Board are managed effectively, within an increasingly entrepreneurial environment for procuring services and for generating new sources of income.
- by ensuring that the quality assurance of provision and of leadership and management is well embedded at all levels of the Board's operation and informs future planning.
- by setting clear priorities for action and drawing up improvement plans which are well aligned to the Trust strategy, build upon identified strengths, and include well defined targets for improvement.

Application of Knowledge and Expertise

- Applies extensive experience in the leadership within school and local authority for: -
 - monitoring and support of schools

- school improvement planning
- due diligence for perspective schools joining the Trust
- intervention in schools facing challenging circumstances
- development of educational leadership teams
- research training and application for staff to ensure best impact on pupils

Leadership

- Provides dynamic, consistent and motivational leadership, ensuring the successful delivery of the vision, ethos, aims and objectives of the Trust and its schools.
- Act as the lead education advisor to the Board and its relevant committees.
- Drive culture of high expectations, supporting teams to improve standards and provide breadth of opportunities across all subjects and phases.
- To work with the Central Team to guide the education growth and development of the schools in their hubs.
- To deploy and work closely with the hub leads to develop the distinctive ethos and philosophy of the team within the Trust.
- To monitor the work of the Education Leads who work closely with the schools to ensure effectiveness and impact.
- To work closely with the Head of Finance and Head of Estates to ensure the efficient allocation of resources to achieve the best educational outcomes.
- To contribute to the strategic leadership and management of the Trust, supported through short, medium and long term targets setting, as well as visioning for the long term future of the organisation
- Promotes a positive culture across the Trust, ensuring all exemplify the Trust's aims and values.
- Build own leadership capacity and takes responsibility for own professional development.

Management

- The Director of Education will report directly to the CEO and will be a member of the Central Team
- The role involves managing the School Improvement Team, as well as other resources available to support our schools; ensuring they are used equitably and effectively for all pupils.
- Work with all stakeholders to recruit and retain staff of the highest quality.
- Ensure regular monitoring of the budgets for the schools and the oversight of effective use of central resources to support schools.
- Work with the Trust leads to maximise the level of external funding through bids and sold services.

Leading the community through collaboration

- Lead in developing community engagement, promoting a continuous culture of reflection and improvement in our schools.
- In conjunction with schools create and maintain an effective partnership with parents and carers.
- To be responsible for developing and informing the hub Committees on the impact of work across the Trust.
- Strengthen each school's position and image within the community.

School Improvement

- To set academic standards and drive educational performance across the Trust.
- To lead on school improvement and ensure that this is continuous, sustained and raises aspiration for all.
- To build close working relationships with the Headteachers and provide appropriate challenge and support.
- To visit the schools on a regular basis, monitoring and evaluating performance and providing formal half-termly reports to the Central Team and Trustees.
- To guide curriculum reform and develop academic intervention strategies to ensure our schools offer appropriate opportunities for all pupils.
- To oversee the development of the Leaders in school and ensure that CPD is an integral part of the Trust ethos for all staff.
- To ensure the effective use of data to monitor and raise standards for all pupils in our care.

- To keep abreast of educational and technical developments and to be a practical innovator for the group.
- To be involved in policy development related to all aspects of school improvement including safeguarding.
- To evaluate the impact of improvement strategies and contribute to ensuring equality of support to all schools resulting in all pupils receiving an outstanding education.

Governance

The person appointed will oversee local governance systems to monitor the impact and effectiveness of each Local Committee, ensuring members are appropriately trained to fulfil their role.

Support and Training

The Trust has a hands-on approach to working in partnership with school leaders, staff and local committee members. The person appointed will be expected to play an active role in these strategies as well as offering innovative ideas to add to current practice.

Person Specification

We seek an experienced and innovative senior education professional who will combine a record of successful strategic leadership and sustainable school improvement with imagination, flair and determination to succeed.

Our new Director of Education will be an exceptional leader with the energy, rigour and authority to represent the group effectively at the most senior levels in education. They will demonstrate the following experience, skills, knowledge and personal attributes.

Experience:

- A proven record of successful, senior education leadership within school and at a local authority level
- Significant experience of raising standards with measurable outcomes and clear evidence of a positive personal contribution to the development of a successful school, and/or local authority or academy trust
- Experience of delivering effective innovations in curriculum and pedagogy
- Be able to provide evidence of outstanding practice in one or more settings

Skills and Knowledge

- A detailed understanding of the school improvement process and the ability to apply it in challenging circumstances
- A detailed knowledge of assessment and the use of data to monitor and raise standards
- Practical and successful experience of performance evaluation and management
- Understanding of the relationship between financial and human resources and educational outcomes
- Extensive knowledge of developments in curriculum, pedagogy and technologies and an ability to discern what is of practical value
- In depth knowledge that allows understanding of and commitment to the ethos of the Trust with the capacity to make productive contributions to the national education debate
- First-class ambassadorial skills with an ability to present the Trust in an authoritative and persuasive manner

Personal Attributes

- A deep commitment to the vision and aims of the Trust
- High levels of energy and personal impact with the authority to command the respect of current and prospective Headteachers and senior stakeholders across the education sector
- A strong team player with good interpersonal skills and the ability to work effectively as part of a growing organisation
- Highly entrepreneurial and ambitious with energy, charisma and a plethora of new ideas

External Engagement

- To bring a detailed understanding of the wider educational policy environment, leveraging this knowledge to the advantage of the group and advising Central Team colleagues on educational initiatives and developments which can add value to the Trust
- To act as ambassador for the Trust communicating the vision and ethos to prospective schools and the wider community
- Actively support the diversity of each schools' communities and pupils.
- To build strong relationships with the Department for Education, Central Team, Headteachers, leaders, organisations and other external stakeholders