



Job Description Executive Principal

Reports to: Chief Executive Officer

Start date: September 2025

The Role

The Executive Principal will work in close partnership with the Executive Team to develop and implement the strategic vision for all of our academies. This will include a focus on the achievement of our disadvantaged learners and the Executive Principal will, in the first instance, take overall responsibility for our careers offer, the destinations agenda, including our performance in this area which will involve building upon our external partnership network. Furthermore, for at least the first two years in post, the Executive Principal will directly oversee the trust's Alternative Provision, The Stephen Longfellow Academy in addition to having oversight of other key areas which will be agreed with the successful applicant.

Our schools are diverse and the Executive Principal will need to be able to adapt to the different leadership challenges presented by newly opened schools, supporting underperforming schools which are new to the trust and working with schools which are much more established and successful in their performance.

The Executive Principal's remit is likely to vary in response to need. The Executive Principal will work with Principals and their senior leadership teams to ensure that all of the schools provide an exceptionally high standard of education for all learners, especially those whom are disadvantaged and realise the opportunities of working together in a close collaborative partnership.

Key Responsibilities

- Make a major contribution to setting out an expansive and compelling strategic vision for our academies and communicate this effectively to all stakeholders.
- Provide effective executive leadership which supports all schools to achieve exceptional outcomes for disadvantaged learners through high standards of teaching and learning, behaviour and attainment.
- To take forward the trust's work in respect of Alternative Provision to ensure that the provision operates in an outstanding manner for the benefit of the young people it serves.
- To lead the trust's careers agenda to ensure that our offer is highly effective in supporting all young people to move onto high quality further education, training or employment.
- Contribute, where appropriate, to our work on the opening of new schools.

Personal Leadership and Coaching

- Provide direct line management, coaching and mentorship for Principals and other key senior leaders.
- Hold overall strategic responsibility for the performance of The Stephen Longfellow Academy.

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- Ensure that all staff are well managed and effectively supported with clearly defined roles and responsibilities.
- Contribute to the development of strong practices to support talent management and succession planning in order to attract, develop and retain the very best people.

Coordination of Overall Strategy

- Further develop a vibrant partnership of schools, ensuring that effective strategic planning and robust operational systems are in place which maximise resource management across the schools and support their efficient function.
- Working closely with the Executive Team, Directors and team of Principals, propagating a shared culture across the trust that enables everyone to work collaboratively, share best practice, celebrate success and accept responsibility for the outcomes of disadvantaged learners.
- Work in close partnership with the Senior Partnership Director and her team to maximise their impact on the outcomes of disadvantaged learners.
- Work in extremely close partnership with the CEO, DCEO and EP (Post-16) to establish strategic priorities and guide the work of our trust.
- To routinely work with our Directors of Finance, Human Resources and Estates Management in order to ensure that all aspects of our strategy are impacting on the performance of disadvantaged learners.
- Be a positive local presence and an effective ambassador for The GORSE Academies Trust by developing strong partnerships with the community, local agencies and other schools.
- Work effectively within and across all phases of education within the trust, showing respect and interest in the development of excellence and the challenge of underperformance in all aspects of the trust's work.

Other

- Undertake any other professional duties as directed by the Chief Executive Officer which are in the direct interest of standards of achievement, safeguarding or professional standards.

Person Specification **Executive Principal**

Qualification Criteria

- Qualified to at least degree, level 6 (essential).
- Qualified Teacher Status (desirable).
- Evidence of appropriate qualifications within the NPQ programme at least including NPQH and ideally NPQEL (essential).

Experience and Knowledge

- A significant track record of success in school leadership.
- Substantial evidence of leading school improvement which has delivered excellent educational outcomes for all learners, particularly those from disadvantaged backgrounds.
- Experience of line managing senior colleagues and coaching them to even greater effectiveness.
- Comprehensive knowledge of current thinking on educational achievement and improvement, including policy issues.
- Experience of leading and managing innovation and achieving change.

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- A clear vision and understanding of the strategies to support talent management and effective continuing professional development for teachers and leaders.
- A strong track record of working collaboratively with other schools and successfully building positive and productive working relationships.
- The capacity to analyse value derived from professional support services such as Finance, Estates Management and HR, and how to maximise opportunities created by working at greater scale across multiple schools.

Skills and Abilities

- Motivation to continually improve standards and achieve excellence.
- Highly tuned ability to lead and motivate teams of senior colleagues.
- Enthusiasm for, and skill in, planning and leading systemic change at scale and in a collegiate manner.
- Teaching and learning expertise with ability to drive for educational excellence.
- Highly approachable, very grounded and capable of making astute judgements.
- Strong interpersonal, written and oral communication skills.
- Excellent organisational skills and the ability to delegate and prioritise.
- Strong analytical skills, particularly in interpreting complex educational data.
- Analytical skills that contribute effectively to the identification of developments and trends, prioritisation and problem solving.
- A flexible and adaptable style, responding positively to changing demands.
- A professional demeanour which commands confidence. The ability to remain calm and to operate with clarity and astuteness at times of stress and great challenge

Safeguarding

- The safety and well-being of children and young people is central to our ethos and we expect all staff, volunteers and those contracted to work with us to share this commitment. The Executive Principal will be a pivotal figure in ensuring that all safeguarding procedures and processes are robust and effectively implemented. Consequently, their knowledge of statutory safeguarding practices will be exceptionally secure.

Other

- A commitment to equality of opportunity and the safeguarding and welfare of all learners.
- This post is subject to an enhanced Disclosure and Barring Service check.

We are committed to safeguarding the welfare of children and expect all staff and volunteers to share this commitment. The successful candidate will be subject to full employment checks, including an enhanced DBS disclosure and barring service check. We promote diversity and aim to establish a workforce that reflects the population of Leeds.

We will consider any reasonable adjustments under the terms of the Equality Act (2010), to enable an applicant with a disability (as defined under the Act) to meet the requirements of the post.

Employment is conditional on confirmation of the right to work in the UK – either as a UK or Irish citizen, under the EU Settlement scheme or having secured any other relevant work visa. If you do not have the right to work in the UK and the role does not meet eligibility for sponsorship, please consider carefully whether you meet the eligibility to apply for this position.