



<b>Post title</b>	<b>Head of Transformation</b>
<b>Grade:</b>	L18 to L21
<b>Hours:</b>	Full time – 37 hours per week, 52 weeks
<b>Line manager/s:</b>	Executive Director – Business Transformation

---

### **Main purpose of the job:**

To lead transformational change across the Trust, driving innovation, improvement, growth and delivery of strategic priorities. Providing innovative and operational leadership for organisational development and business improvement across the organisation, identifying opportunities, maximising resources and delivering sustainable impact across the Trust

---

### **Key duties and responsibilities**

- Lead and transform Trust-wide services, systems and operations in line with strategic priorities and long-term objectives.
- Translate strategic priorities into effective delivery, driving innovation, improvement, value and sustainable growth across the Trust.
- Lead transformational projects and organisational change programmes, ensuring strong governance, collaboration and measurable impact.
- Identify opportunities & delivery models to improve services, maximise resources and strengthen organisational effectiveness across the Trust.
- Build and maintain strong partnerships with external organisations, suppliers and stakeholders to support Trust development and future growth.
- Provide strategic oversight of procurement, contracts and commissioned services, ensuring value for money, compliance and high-quality delivery.
- Oversee key operational areas across the Trust, ensuring services, resources, infrastructure and support functions are aligned to strategic priorities, deliver high standards and maximise value and impact for schools and communities.
- Develop and lead high-performing teams and Trust-wide networks, fostering a culture of accountability, collaboration and continuous improvement.
- Provide strategic insight and operational leadership to support executive decision making and delivery of the Trust's strategic ambitions.
- Foster strong collaborative relationships across schools, central teams and external partners to support shared objectives and continuous improvement

## Leading and managing people

- To lead, motivate, support, challenge and develop other people in order to secure improvement
- To provide expert advice to the Trust executive; Trustees; and local governors as and when required and to support the delivery of the Trust strategic plan
- To maximise the contribution of all Trust employees and volunteers to improve the quality of education provided and standards achieved and ensure that constructive working relationships are formed between staff and pupils
- To line manage employees of the Trust as assigned in line with Trust policy
- To plan, allocate, support and evaluate work undertaken to deliver on the Trust's 5-year Strategic Plan

## Safeguarding

Nexus MAT is committed to safeguarding and promoting the welfare of children and young people. The highest priority must be given to following the guidance and approaches to safeguard children and follow all safeguarding procedures outlined by the MAT and member schools.

## Person Specification

		Essential	Desirable
<b>Qualifications</b>	Relevant professional qualification in business, leadership, operations, project management or commercial practice (e.g. MBA, CIPS, CIMA, PRINCE2) or equivalent experience.	•	
<b>Experience</b>	Evidence of continued professional development relevant to leadership, organisational improvement or strategic operations.	•	
	Proven experience of leading strategic projects, change programmes or service improvement initiatives with measurable impact.	•	
	Experience identifying opportunities to improve services, maximise value and support sustainable organisational growth.	•	
	Experience leading contracts, partnerships or commissioned services within a complex organisation.		•
	Experience managing budgets, resources or operational service areas effectively.	•	
	Experience developing and leading high-performing teams and building strong collaborative cultures.	•	
	Experience working effectively with senior leaders, boards, governors or external stakeholders.	•	
	Experience developing partnerships and collaborative working arrangements that support organisational priorities.	•	
<b>Thinking Ability</b>	Strategic thinker with the ability to translate vision into effective delivery and measurable outcomes.	•	
	Strong analytical and problem-solving skills with the ability to identify opportunities, manage risk and drive improvement.	•	
	Ability to think creatively and innovatively to improve services, systems and ways of working.	•	
	Ability to lead through complexity, influence decision-making and deliver sustainable organisational impact.	•	
<b>Personal Effectiveness</b>	Strong leadership and influencing skills with the ability to inspire confidence and build effective relationships at all levels.	•	
	Excellent communication and interpersonal skills with the ability to engage, challenge and motivate others.	•	
	Highly organised with the ability to manage	•	

		Essential	Desirable
	competing priorities and deliver high-quality outcomes.		

<b>General</b>	Commitment to safeguarding and promoting the welfare of children and young people.	•	
	Commitment to the values and vision of Nexus Multi Academy Trust and its continued sustainable growth.	•	
	Flexible approach with the ability to travel across Trust sites and attend meetings/events as required.	•	