



WELLSPRING

We Make A Difference

# Trust Estates Manager



## About the Trust

**Wellspring is an established and growing Multi-Academy Trust with a difference. We operate 33 Primary, Secondary, Special and Alternative Academies across Yorkshire, Lincolnshire and the Humber. We are committed to making a difference to the lives and life chances of the young people and communities we serve.**

**Our Academies are vibrant, autonomous, community focused and highly successful. The Trust strives to be a diverse and inclusive place where we can ALL be ourselves.**

**At Wellspring, we have always talked about ethics and values as the heart of our culture. They have been our guiding lights. We have taken the harder path many times to remain true to them. Every member of the One Wellspring community is a custodian of our collective culture.**

As the Trust continues to develop, our roles offer pathways for ambitious and dynamic individuals who are determined to make a difference. We value our people; collegial working at all levels is central to our culture. High quality induction training and ongoing professional development support are guaranteed. There will be a broad range of opportunities for you to realise your professional vision and ambitions within the Trust.

We are committed to equal opportunities and to promoting diversity. We want our people to reflect the diversity of our communities, and we welcome applications from people from all backgrounds, especially from under-represented groups, including those from Black, Asian and minority ethnic communities.

**Post Title:**  
Trust Estates Manager

**Reporting to:**  
Head of Services

**Location:**  
Trust Wide

**Salary:**  
£44,593 - £54,885



# What We Offer



## Summary of the Post

**We are seeking a Trust Estates Manager at an exciting juncture in the Trust's development. With 14 years of Making a Difference behind us, we are looking to our next era with great optimism.**

Wellspring supports a vibrant, successful and inclusive community of Academies. We are in the process of building five new Special Free Schools by 2027 and are re-building and expanding three of our existing settings. We are in advanced dialogue with likeminded Schools exploring how a community such as Wellspring might aid their strategic development. Thus growth, adaptation and complexity are our lived reality.

**The role of the Trust Estates Manager is designed to provide support and assurance to the Academies within our community.**

The Trust Estates Manager will report to the Head of Services who is responsible for many aspects of the effective operation of the Academy Trust, ensuring that all activities and support services are strategically aligned to provide stewardship, security, and dedicated support to our diverse and autonomous Academies. Our Operations team is comprised of four key service areas: Estates, Cleaning, Catering, and Safety & Compliance. Together, these functions ensure that safety and sustainability remain at the heart of everything we do.

Each Service Lead—including the Trust Estates Manager, who leads the Estates function—is tasked with embedding a consistent, streamlined approach across the Trust. By harmonising our processes, we aim to foster a "OneWellspring" culture that supports individual Academies while contributing to broader, Trust-wide agendas. This joined-up structure ensures that while we operate in specialist areas, we remain a unified force for excellence.

The focus of the vacant role will be to work in close partnership with members of the Operations Team, Academy Leaders and our regional support colleagues to deliver a range of operational and strategic initiatives.

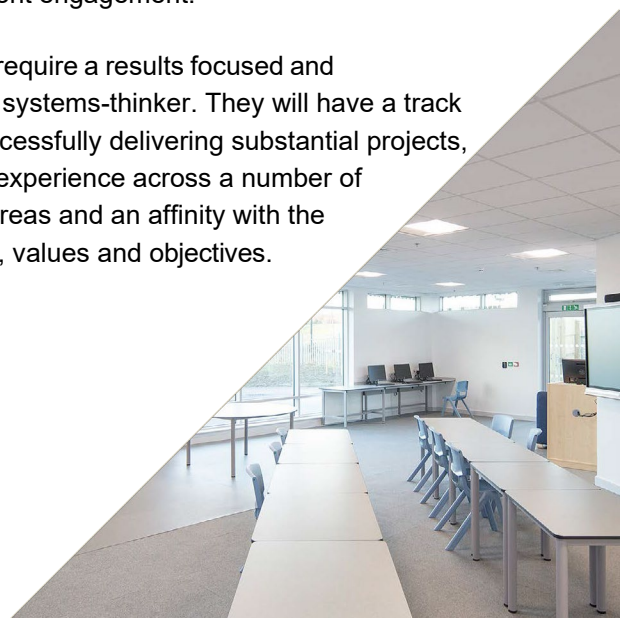
Effective communications and relationships will be at the heart of this role, as will be a deep connection with our support hubs. These hubs are our support 'team around the Academy', a cross-functional team of technical professionals providing support services to Academy clusters. Their purpose is simple but vital... enable our Academies to make a difference through effective and culturally aligned professional advice, guidance and support.

**We are seeking an experienced leader who can support and influence colleagues, lead change and achieve results.**

Their approach will be engaging, persuasive, considerate and agile. They will take key stakeholders along with them, ensuring transformational change and strategic alignment.

The ability to analyse, refine and communicate information and its context to senior leaders is an important facet of this role, as is the ability to actively form and nurture relationships – internally and externally – understanding the importance of active and transparent engagement.

This role will require a results focused and collaborative systems-thinker. They will have a track record of successfully delivering substantial projects, a breadth of experience across a number of operational areas and an affinity with the Trust's ethos, values and objectives.



# The Role

## As Trust Estates Manager, your main duties will include:

- As a Trust leader, represent Wellspring internally and externally.
- Supporting academy leaders and support staff across Trust support teams, enabling them to operate effectively. This may involve leading training, development and the completion of assurance exercises.
- Contribute to the Wellspring Assurance Framework, highlighting risk areas and supporting their management locally.
- Supporting new academy joiners to transition effectively into the Trust's processes and procedures.
- Working in partnership with academy and professional service colleagues to identify and deliver a portfolio of strategic initiatives in support of the Trust's ambitious vision.
- To champion sustainability across the Trust. Leading on the implementation of local and trust wide initiatives, projects and climate action plans to meet our vision for a sustainable future
- Supporting Academies with projects to enable them to achieve their vision for educational excellence.
- Ensuring internal and external audiences receive timely, informed and personalised communications.
- Connect and collaborate superbly with fellow team members, including the Catering Service, Cleaning Service, Estates Service, Trust Support team colleagues and Office Managers.

### Other responsibilities will include:

- Deputising for the Head of Services internally and externally on a variety of project, management and governance matters.
- In partnership with the Head of Services, supporting the management of critical incidents to timely resolution.

- Supporting an organisation-wide culture of health and safety excellence, including reporting and data analysis.
- Leading and overseeing diverse projects and risk areas, coordinating progress and ensuring Trust objectives are met.

**These duties represent a framework for the role. Other duties may be required, commensurate with the grade of the post.**

### As our Trust Estates Manager, you will have:

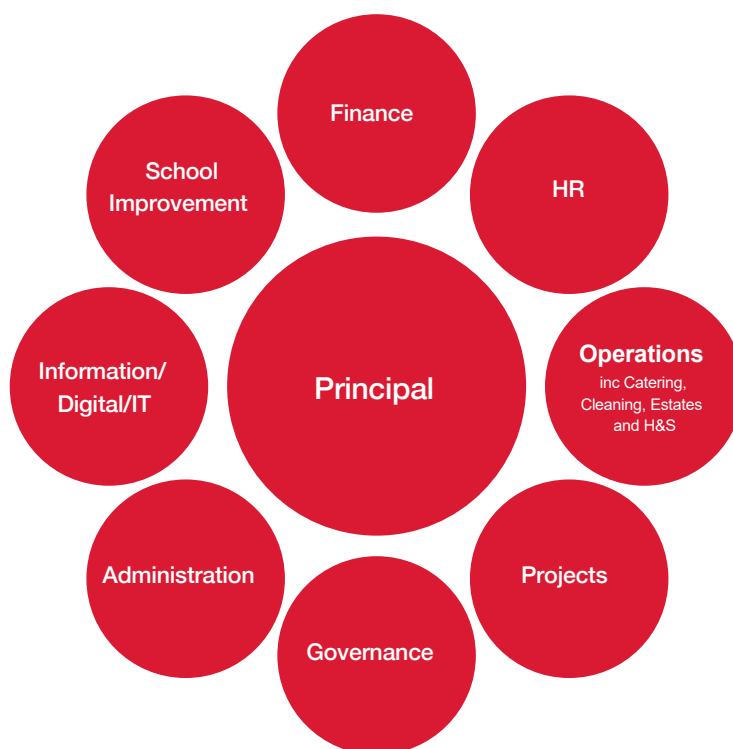
- Personal integrity and a commitment to the Nolan principles of public service.
- Experience at a leadership level in developing and implementing strategy and major change.
- Experience a leadership capacity and specific experience within the estates / facilities management sector.
- A commitment to professional development, both personally and in support of your peers and reports.
- Experience working in a senior team and the ability to lead significant change.
- The ability to think and plan strategically across a complex organisation.
- Excellent relational skills, building rapport and enjoying influence with a variety of stakeholders.
- Highly effective problem solving and decision-making skills, exercising professional initiative and creativity related to complex issues.
- An affinity with Wellspring's culture and purpose.

## Person Specification

- Demonstrable, sustained experience leading a multi-site estate.
- A Project Management qualification, or proven skills in this field.
- Procurement experience.
- Experience of financial management and budgets.
- Experience in project management, managing contractors and the administration of associated construction contracts.
- Experience of Health and Safety and statutory compliance matters.
- Excellent relational skills, building rapport and enjoying influence with a variety of stakeholders.
- Highly effective problem solving and decision-making skills, exercising professional initiative and creativity related to complex issues.
- Leading a service area/function, providing leadership and direction to Regional Managers and their dispersed teams.

The graphic depicts our Support Hubs. These are our ‘team around the Principal’, a cross functional group of technical professionals providing support services to our Academy clusters, led by our Operational Leads.

Excellent communications and the building of relationships will be key elements to this role, not just in relation to the Trust’s support hub members but also our external partners.



# Our Academies





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## Applications

If you would like any further information on the role please contact Sarah Greenley, Head of Services at [s.greenley@wellspringacademies.org.uk](mailto:s.greenley@wellspringacademies.org.uk)

**Post Title:** Trust Estates Manager  
**Reporting to:** Head of Services  
**Department:** Operations Team  
**Duration of Post:** Permanent

**Work Commitment:** Full time, 52 weeks per year

**Start Date:** 1 September 2026  
or as soon as possible thereafter

**Closing Date:** 10th July 2026

**Interview Date:** 22nd July 2026

**Salary:** £44,593 - £54,885

**Location:** Trust Wide

## How to Apply

Further information on how to apply for this role can be found on our website

<https://wellspringacademytrust.co.uk/careers/current-vacancies>

## Further Information

Wellspring Academy Trust is committed to safeguarding and promoting the welfare of our pupils. All posts are offered subject to enhanced DBS checks. As this role involves working with children and vulnerable adults in regulated activity, please note that it is an offence to apply for the role if barred from engaging in regulated activity with children and vulnerable adults.

References will be requested and an online search carried out for shortlisted candidates, prior to attendance at interview. Further pre-employment checks, including prohibition from teaching, childcare disqualification and section 128 checks, if deemed relevant for the role, will be completed for the successful candidate upon acceptance of the post.

We are committed to equal opportunities and to promoting diversity. We want our people to reflect the diversity of our communities, and we welcome applications from people from all backgrounds, especially from under-represented groups, including those from Black, Asian and minority ethnic communities. If you require any support with completing your application, please do not hesitate to get in touch.

If you are currently living overseas or have lived / worked overseas in the last five years please be aware that you will be required to provide an overseas criminal records check from the country/ countries you have resided in, if you are the preferred candidate for the post.

### Wellspring Trust

Digital Media Centre, County Way, Barnsley, South Yorkshire S70 2JW  
T. 01226 720 742E. [info@wellspringacademies.org.uk](mailto:info@wellspringacademies.org.uk)

Discover how we make a difference at [wellspringacademytrust.co.uk](https://wellspringacademytrust.co.uk)