



Welcome

Thank you for your interest in the post of Chief Executive Officer of Veritas Multi Academy Trust.

Veritas Multi Academy Trust is a primary trust based in Kent, currently with three primary academies. Founded in 2015 with one academy, it has expanded to comprise three primary academies, one of which is a sponsored academy. Veritas MAT was founded on, and is guided by, our core values of being inclusive, innovative and inspirational which drive our mission of providing irresistible learning for all pupils, staff and families across our Trust. We are passionate about research-informed practice and have built a culture where all staff across our trust engage with and in research. At the forefront of our drive for improved educational standards is the determination to work together in partnership to enable our academies to offer the very best educational experience to all the children in our academies. Partnerships include the Kent MAT Alliance, a group of eleven trusts across Kent and neighbouring authorities that work collaboratively to develop shared practice. As an outward facing trust, we provide training and support for schools and trusts across Kent. As an essential part of that we provide opportunities for the sharing of professional skills and for professional development. Strong leadership is vital to the success of the MAT. Therefore, Veritas MAT would like to appoint an ambitious and energetic CEO who will work alongside the schools' senior leadership teams and the MAT Board, and who will develop and maintain the strong core ethos in line with the vision of the MAT Board. Our new CEO will be well regarded within the education sector, have strong interpersonal skills, and a recognised passion for excellence and improvement which will command the support of our present and future members. The applicant will also have the personal capacity to grow Veritas MAT and lead a substantially larger organisation than we are now and will be able to develop their role accordingly.

Could you be our new CEO? If you can, we look forward to hearing from you. For an informal, confidential discussion regarding any queries, please contact our Trust Business Assistant, Amber Hull (amber.hull@veritasmat.co.uk). Site visits can be arranged. We look forward to hearing from you.

Gary Bristow

Chair of Trustees



Irresistible learning for all.

Could you be our next Chief Executive Officer?

Veritas Multi Academy Trust are seeking an inclusive, inspirational and innovative leader to navigate the educational landscape ahead.

Salary: £69,031 - £96,310

Closing date: 21 January 2022

Interviews: w/b 7 February 2022

Start date: September 2022





Our [vision](#) is to make learning irresistible for all across our trust schools. Our ethos is to grow a family of schools that work together to be innovative, inclusive and inspirational. Our three primary schools in Canterbury, Folkestone and Deal maintain a character that is rooted in their community. This makes each school distinct, while sharing core values and benefiting from joined up ways of working. Sharing the best practice across our schools to strengthen the outcomes for our children. Above all, we want our children, our staff and our communities to feel the excitement that education brings. This is achieved through connections and networks both within schools, across schools and beyond the trust. Building a culture of outward facing research-informed practice in all we do.

We thrive on educational networks. Through the links with Canterbury Christ Church University and the Chartered College of Teaching, we lead on research practice across East Kent. Providing opportunities for staff across our trust and beyond to deepen their evidence informed practice through research groups and events including teach meets and journal clubs. We have also formed a network of trusts that support one another, providing a wider family of support for our schools. This has connected staff across our schools to other trusts, building relationships and widening the network of professional conversations across Kent.

Salary: £69,031 - £96,310
Full time, permanent
Start date: September 2022
Closing date: 21 January 2022

Trustees are seeking a new CEO to lead the Trust's strategic vision. We are looking for a inspirational person with a breadth of experience in educational leadership. We want you to build on the strength within our trust as we continue to coach and motivate our school leaders to provide irresistible learning for their children, staff and communities. We want you to be outward-facing, making connections with schools, trust leaders and educational organisations that will strengthen and inspire you in your role. We want you to be interested in and knowledgeable about educational research, using this to inform your practice and inspire others. We want you to have an ambitious drive to grow our trust, gathering like-minded schools who have a culture of irresistible learning at their heart.

If you are ready to relish the challenge of being our Chief Executive Officer, please get in touch. Through our Trust [Talent Pathways](#) and [Research Pathways](#), we will empower you be an inspirational leader.



Vision



- 1. We will make learning irresistible in our schools through an inspirational curriculum that empowers pupils to make stunning progress.**
- 2. We will provide great leadership and governance at every level so that all pupils attend a school judged to be at least good overall by Ofsted.**
- 3. We will provide opportunities for every member of our staff team to engage in research-informed practice, helping the trust to innovate and staff to grow.**
- 4. We will provide a high-quality workforce with opportunities for staff and volunteers to engage in training and development through our Talent Pathway programme.**
- 5. We will provide an inclusive environment in our schools where diversity is celebrated and the individual needs of our pupils and staff are supported.**
- 6. We will ensure our schools are a place where pupils feel safe, are well-behaved, confident and respectful.**
- 7. We will be outward-facing and share our expertise with schools and trusts beyond Veritas MAT, both supporting others and learning from others.**
- 8. We will provide coaching opportunities for our staff to deepen relationships and develop practice.**

Professional Qualifications

Essential:

- Degree and recognised professional teaching qualification relevant to the role;
- A record of recent and relevant continuing professional development.

Desirable

- Post-graduate educational/leadership or management qualification;
- NPQH / EL;

Experience

Essential:

- At least five years proven track record of successful senior / executive leadership in school;
- Demonstrable success in achieving rapid and sustained school improvement;
- Experience of successful working with governing bodies;
- Evidence of strategic planning and budgetary management;
- Clear understanding of the current educational landscape;
- Successful track record of human and financial resource management;
- Active engagement in research-informed practice and a desire embed this across the Trust.

Desirable:

- Headship / executive leadership within a Trust environment;
- Experience in leading across a range of schools;
- Experience of successful EHT/CEO or Board role in a Trust setting environment or educational setting;
- Experience of developing PR and marketing strategies.



Ethos

Essential:

- A desire and capacity to actively promote, uphold and develop the trust mission, vision and values;
- A passion to uphold the Trust ethos, to make learning irresistible for all across our schools;
- Uphold the Trust values of being inclusive, innovative and inspirational.

Skills, knowledge and understanding:

Essential:

- Comprehensive knowledge and experience of Ofsted's Schools Inspection framework and processes for summary evaluations of trusts;
- Ability to communicate a vision of outstanding teaching and learning through inspiration and empowerment and coaching;
- A deep understanding of the statutory educational framework, current education issues in relation to academies, company and charity law; also knowledge of relevant policies, legislation and codes of practice across the education landscape;
- Clear understanding and knowledge of the role of governance in an academy and trust;
- Strategic planning, monitoring and review of progress against plans in terms of standards, performance and finances, taking decisive action as necessary;
- Financial project costing and budgetary management including curriculum-led financial planning;
- Ability to advise on funding and grant opportunities for the Trust;
- A deep understanding of the inclusion agenda;
- Ability and commitment to working flexibly and collaboratively as part of a team;
- Ability to plan strategically based on use of quantitative and qualitative data, targets and bench marking;
- Committed to safeguarding and promoting the welfare of children.

Desirable:

- Current driving licence and access to a vehicle.
- Engagement on the national platform in schools and academy trusts.

Personal Qualities

Essential:

- Belief in and commitment to the overarching values of the Trust and ability to articulate vision to a wide range of audiences;
- Highly effective and credible leader, who inspires the respect and support of others and has an open and approachable interpersonal style;
- Commitment to the highest of standards in all areas of school life;
- Strong leadership skills including adaptability and communication skills;
- The ability to be able to build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvements and inspire staff;
- Excellent relationship management, able to build effective working relationships at all levels, reinforcing partnerships strategic thinker who can establish and develop systems and processes to grow and mature the Trust;
- A team player with strong leadership and coaching skills;
- Adaptable and flexible;
- Excellent communication and interpersonal skills;
- Advocacy, facilitation and negotiation skills;
- Demonstrates energy, dynamism, vision and resilience;
- Ability to develop a high profile and be a strong visible presence for the Trust;



Job Description – Chief Executive Officer



Salary scale: £69,031 - £96,310

To lead Veritas Multi Academy Trust, to deliver 'irresistible learning for all'; acting as the focal point and inspiration in the organisation for all matters of academic strategy and standards of education, supporting the trustees in the effective education and welfare of children across our school communities and beyond, and upholding the vision and values of Veritas Multi Academy Trust.

Oversee day to day leadership of a senior management population, providing coaching, guidance and strategic direction that will inspire the trust staff base to deliver an outstanding, research led educational experience.

Status of the post

This is a strategic post within the trust's executive structure. The postholder is accountable to both members and trustees.

Main purpose of the post

The CEO will be accountable to the trust board for:

- leading and overseeing the efficient, effective and compliant management of the trust and its academies;
- providing strong strategic leadership towards the trust's vision and goals;
- the performance of all academies within the trust.

The CEO is also the trust's accounting officer, responsible for:

- ensuring the trust fulfils the statutory and regulatory responsibilities set out in the Academy Trust Handbook;
- Ensuring the responsible and appropriate use of public funds;
- Planning, implementing and monitoring the trust's internal and external financial reporting.

Professional Responsibilities

Strategic leadership and development of the trust

The CEO will be accountable for providing strategic leadership and direction for the trust and its academies towards the vision and aims set by the trust board, in line with the trust's values.

The CEO will:

- Support the trust board in the formulation, development and implementation of its strategy, including taking responsibility for key documents such as the business plan, long-term strategic plan, and self-evaluation and improvement plans;
- Develop and maintain effective relationships with key partners and stakeholders including the Regional Schools Commissioner, the Department for Education (DfE), the Education and Skills Funding Agency, local authorities, the wider local community and other local schools;
- Work with the trust board and other senior leaders to ensure proactive, robust and appropriate risk management for the trust and its academies;

Job Description – Chief Executive Officer



- Lead the growth and development of the trust, including due diligence and supporting converting schools;
- Maintain an outward-facing role on behalf of the trust and its academies to support future growth and development;
- Diligently uphold and deliver the strategic vision of the trust.

Leadership and management

The CEO will be accountable for the management of all trust operations, both directly and through the management of the agreed organisational structure.

The CEO will:

- Provide dynamic, motivational and inspirational leadership at all levels of the organisation;
- Model the trust's commitment to continuous improvement and high achievement across all areas of its work;
- Develop, implement and review trust-level policies to ensure the achievement of the trust's aims;
- Ensure the trust's management and organisational structures, and operational models, are fit for purpose and facilitate continuous improvement;
- Facilitate effective communication at all levels by supporting and challenging school leaders at every level;
- Develop and effectively manage the trust's resources and facilities, including overseeing major capital projects;
- Ensure the trust effectively manages its talent management programme through appropriate and effective CPD and succession planning, including developing and empowering senior staff, appointing consultants where appropriate, and supporting recruitment and CPD at academy-level;
- Take responsibility for guiding the trust through changes to education sector initiatives and practice, such as curriculum changes or changes to Ofsted and accountability frameworks;
- To actively promote and model a culture of research informed practice across the trust, supporting school leaders to embed a culture of research in all staff.

Quality of education and pupil outcomes

The CEO will be accountable for all aspects of teaching and learning across the trust, upholding high standards for academic and non-academic pupil outcomes and ensuring achievement of the trust's educational vision.

The CEO will:

- Develop and lead the trust's improvement processes, including identifying and analysing academy improvement needs, prioritising appropriately-resourced solutions and evaluating the impact of improvement strategies;
- Provide quality assurance and accountability through a rigorous and robust system of target setting;
- Provide strategic direction and leadership for teaching and learning across the trust, especially in response to sector changes or changes to government policy;
- Oversee school-to-school support across the trust;

Job Description – Chief Executive Officer



- Commission external support for trust and academy improvement, and assess the effectiveness and impact of the support provided.

Safeguarding and compliance

The CEO will be accountable for the trust, and its academies, meeting its legal and statutory responsibilities.

The CEO will:

- Ensure that the trust, and each school within the trust, meets its safeguarding responsibilities in line with current legislation;
- Ensure that the trust meets requirements related to health and safety and data protection;
- Ensure the trust meets requirements set out by Companies House, the Charity Commission, the Department for Education (DfE), and the Education and Skills Funding Agency;
- Embed trust-wide accountability and quality assurance procedures to achieve compliance;
- Act as a designated safeguarding lead (DSL) for the trust.

Budget Accountability

Finance and procurement

The CEO will be accountable for the financial propriety and sustainability of the trust.

The CEO will:

- Act as accounting officer for the trust, ensuring that it works to the standards set out in the Academy Trust Handbook;
- Work closely with the Chief Finance Officer to establish and oversee effective financial monitoring systems, take appropriate action to address financial risks, problems and irregularities, and present trustees with accurate and timely financial reports;
- Develop and oversee the trust's income generation strategies, including grant applications and other fundraising;
- Oversee resource allocation and budget-setting and approval for the trust and its academies, and ensure budgetary targets are met;
- Work closely with the trust's finance lead to establish effective procurement procedures in order to achieve financial efficiencies.

To Whom Responsible:

Members and trustees.

This job description may be amended at any time after discussion with you, but in any case will be reviewed during the performance review cycle.



How to apply

The CEO recruitment pack is available on the Trust website.

In addition, you are requested to complete an application form and provide a personal statement of no more than 1,000 words detailing how your experience, competencies and skills align to the person specification and job description.

We welcome visits to the Trust from interested candidates. Arrangements can be made for onsite visits or arrangements can be made to have informal discussions using virtual meetings. Please email amber.hull@veritasmulti.co.uk with your contact details to arrange a visit or meeting.

Please return your application form and personal statement to amber.hull@veritasmulti.co.uk .

Please note that references will be requested only for shortlisted candidates prior to interview. Veritas MAT is committed to safer recruitment and promoting the safeguarding and welfare of our children and families. This post is subject to an enhanced disclosure and Barring Service check.

