



**FUTURE
ACADEMIES**
LIBERTAS PER CULTUM

Director of Education Recruitment Pack



Welcome to Future Academies

Dear Applicant,

Thank you for your interest in the new position of Director of Education. This is an exciting time to join Future Academies and become an integral member of the Trusts Senior Leadership Team, developing and delivering on Trust-wide strategies, providing leadership to schools, Principals and staff.

Future Academies schools are supported by the Trusts Shared Services team, consisting of specialists who provide a range of high-quality services to support schools and help them provide the very best learning environments for their students. We are looking for an inspirational and transformational Director of Education, who has recent school inspection experience and who will complement the existing team.

We are **Future Academies**: a flourishing multi-academy trust, founded with the aim of improving the life chances and raising the aspirations of young people. We offer a rich and stimulating education comprised of a knowledge-rich curriculum, diverse cultural and extracurricular opportunities, and a strong pastoral support system. All children and young people are welcomed in our inclusive community, and all are challenged to be the best they can be. For further information about our vision, achievements and the structure of our Trust, please visit our website [Future Academies - Academies](#).

This ethos is embodied in our Trust values - *Knowledge, Aspiration, and Respect* - and in our motto, *libertas per cultum* ("freedom through education").

We are ambitious about diversity and inclusion and very much look forward to receiving applications from candidates whose personal qualities and values reflect those in the person specification and whose experiences also place them in a strong position to deliver the challenges set out in the job description. We encourage applications from candidates regardless of age, disability, gender identity, sexual orientation, pregnancy, marital status, religion, belief, or race.

If you would welcome a discussion in advance of submitting an application, or would like to arrange a pre- application tour of one of our schools, please contact Jenny Cain, Head of HR via email at jenny.cain@futureacademies.org.

We look forward to receiving your application.

Kind regards

Lawrence Foley
Chief Executive Officer

JOB DESCRIPTION

JOB TITLE:	Director of Education
RESPONSIBLE TO:	Chief Executive Officer
LINE MANAGEMENT:	To be confirmed
HOURS:	Full time
SALARY:	L25 to L30 Inner London (£88,235 - £98,741)

The starting salary will be determined on appointment subject to experience.

PLACE OF WORK: The post holder will be based in the Shared Services office, located in Pimlico Academy. However, regular travel to all Future Academies schools will be required.

RIGHT TO WORK: This appointment is subject to verification of the right to work in the UK. Where the successful candidate has worked or been resident overseas in the last five years, such checks and confirmations will be required in accordance with the statutory guidance

STAFF BENEFITS: Future Academies recognises its employees as the most important asset and critical to its success. To demonstrate this all staff are offered the following benefits:

- A supportive ethos and concern for the well-being of all colleagues.
- Excellent CPD opportunities and career progression.
- Employer Contributions to Local Government or Teachers Pension Scheme.
- Cycle to work scheme.
- Employee Assistance Programme.
- Eye Care Voucher scheme.
- Car Benefit Scheme (launching soon)

Main Responsibilities of the Role

The Director of Education will be a key member of the Trusts Senior Leadership Team and will have the unique opportunity to support the CEO to shape and maintain the Trust as a successful multi academy trust.

Specific responsibilities will be agreed with the successful candidate based on areas of expertise. However, they may include:

- Development of the Curriculum at all key stages.
- Coordination of a Trust-wide approach to:

- quality assurance and school reviews
- data and analytics
- CPD at all levels
- use of tuition and post-Covid catch up initiatives
- unlocking the potential of students in receipt of the Pupil Premium Grant
- Line management of:
 - Future Teacher Training
 - The Curriculum Centre
 - Attendance, behaviour, and safeguarding lead staff
 - Sixth Form lead
 - Primary Principals / Heads of School
- Development of partnerships with national and international organisations.
- Development of a Trust wide approach to ensure schools are 'Ofsted ready'.

To undertake similar duties, commensurate with the level of the post and at the discretion of the CEO and Trust Board.

Person specification

At Future Academies, we do not believe in a single, carbon-copy model of what constitutes an excellent leader, teacher or member of support staff. The very best people come in all shapes and sizes. We are looking for candidates who bring a breadth of experience and fresh eyes, both inside the classroom and beyond.

The following list offers a brief snapshot of the attributes we value. In all cases, we would be looking for direct examples of how you have embodied these qualities throughout your career, along with your potential to move the Trust forward and demonstrate excellence:

- **Leadership.** At every level of life at Future Academies, we require people who can take responsibility and shape outcomes for the better
- **Positivity.** Working with young people is a pleasure and a privilege. We expect colleagues to bring a vibrant, can-do approach to their work
- **Willingness to learn and improve.** Professional development underpins our work at Future Academies. We require colleagues to be receptive to constructive feedback and constantly drive themselves to improve
- **Teamwork.** This role is about building partnerships and helping others to thrive in and out of our academies. We're looking for collegiate, good-natured leaders with a shared purpose
- **Inspiration.** A key responsibility of all Future Academies leaders is to inspire students to have a thirst for knowledge and aspire to fulfil their potential before progressing to the next stage of their education.

Eligibility

To be considered for this position, you will:

- hold a degree in a relevant subject area

- hold a teaching qualification
 - have in-depth knowledge of how world class curricular are written, taught, evaluated and improved
 - have successful experience of working in schools or a MAT at senior leadership level
 - have the capacity to enable staff to perform to an outstanding level
 - thrive on working in teams but be able to work independently
 - be committed to our comprehensive staff development programme
 - be a qualified inspector and have recent inspection experience
 - be experienced in quality assuring provision across a multi-site organisation
 - A commitment to safeguarding and wellbeing of all staff and student
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Application Process

Applying for the role

To apply, please submit a personal statement of no more than two sides of A4 to jenny.cain@futureacademies.org *no later than midday on Friday 27th January.*

In the personal statement, please demonstrate:

- a) why you are applying for the role at this stage of your career
- b) why you are a suitable candidate for this position
- c) what you would hope to achieve in your first year in post, given the information you have about Future Academies
- d) your ideal portfolio of responsibilities if you were to be appointed

Interview Process

The interview process will take place as soon as possible after shortlisting has been completed. The interview will include a formal interview and may include practical tasks related to the knowledge and skills required for the role.

Notification & Feedback

Candidates that have taken part in interviews will be notified as soon as possible – please ensure that you have provided day and evening numbers on which you can be reached.

Unsuccessful candidates will be given the opportunity to receive professional feedback.

Taking up the post

The successful candidate will take up the post on **1st April 2023** or earlier if possible.

Additional information

For further information please email HRenquiries@futureacademies.org and a member of the HR team will contact you.

Safeguarding

As an educational trust, Future Academies is committed to the safeguarding and promotion of the welfare of all children and young people. Therefore, the Trust expects all members of staff and volunteers to share in this commitment. An 'Enhanced Disclosure and Barring Service' check and a 'Barred List' check is required for this role.