



Excellence in Education Trust

Chief Executive Officer Candidate Pack



Welcome to Excellence in Education Trust (EiET)

Thank you for your interest in the post CEO at EiET.

At EiET, we passionately believe in the power of partnership with staff, parents and pupils to deliver an exceptional educational experience for our children.

Every school has its own context and challenges. We, as a board, encourage our academies to lead and manage in a way that preserves their individual identity and responds to the specific needs of their young people and community.

From the first day children and their families join us at Excellence in Education, they enter schools which have a strong ethos of achievement; leadership; discipline and commitment to the wholesome development of our children.

As a community, we place great significance in ensuring that our children feel safe, are happy and valued. We offer our children the physical, emotional and well-being support they need to flourish personally and academically.

My vision is for each and every pupil to be an inspired lifelong learner, who is prepared for challenge and change. We empower our children to succeed by instilling in them the love for learning, the ability to think critically and make informed choices. The combination of a safe, stimulating learning environment and high expectations from the teaching staff is key to the high achievement of our pupils.

The schools' offer the broadest possible curriculum by providing wider opportunities through music, arts, sports and other areas, ensuring that our pupils are well rounded and balanced.

We nurture our pupils to be responsible, understand right and wrong and be forward thinking whilst they continue in their education and onto their careers in adulthood.

Our CEO will lead the MAT in setting our strategic direction and oversee our financial and educational performance, and in particular manage our trading arm.

Join our team to lead in ensuring every child has the best opportunity to achieve their dreams!

I look forward to receiving your application.

Yours faithfully,

Jo Jhally

Chair of Trust Board



Our Vision and Values

Our Vision

To inspire in our children a love of learning, the ability to think critically and make informed choices in preparation of their future

Our Mission

Our core purpose is to provide life changing educational experiences that allow all children, no matter their starting point or personal circumstances, to experience learning success through:

- a high quality education through a knowledge based curriculum that provides breadth and enriched opportunities
- a focus on personal development and wellbeing, so our children are resilient, determined and confident; and staff who are creative and innovative
- a high quality, inclusive education that raises aspirations for all
- empowering children in a disciplined nurturing environment to enable them to make progress towards their goals

Our Values

Every child is an individual and so is each setting in our Trust. We embrace creativity, collaborate, adapt, develop leaders and respond to changes around us. We actively look for innovative ideas and explore new thinking in our efforts to do the best for our school community. Our children are happy and take pride in being part of our schools!





About Excellence in Education Trust

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Primary Schools



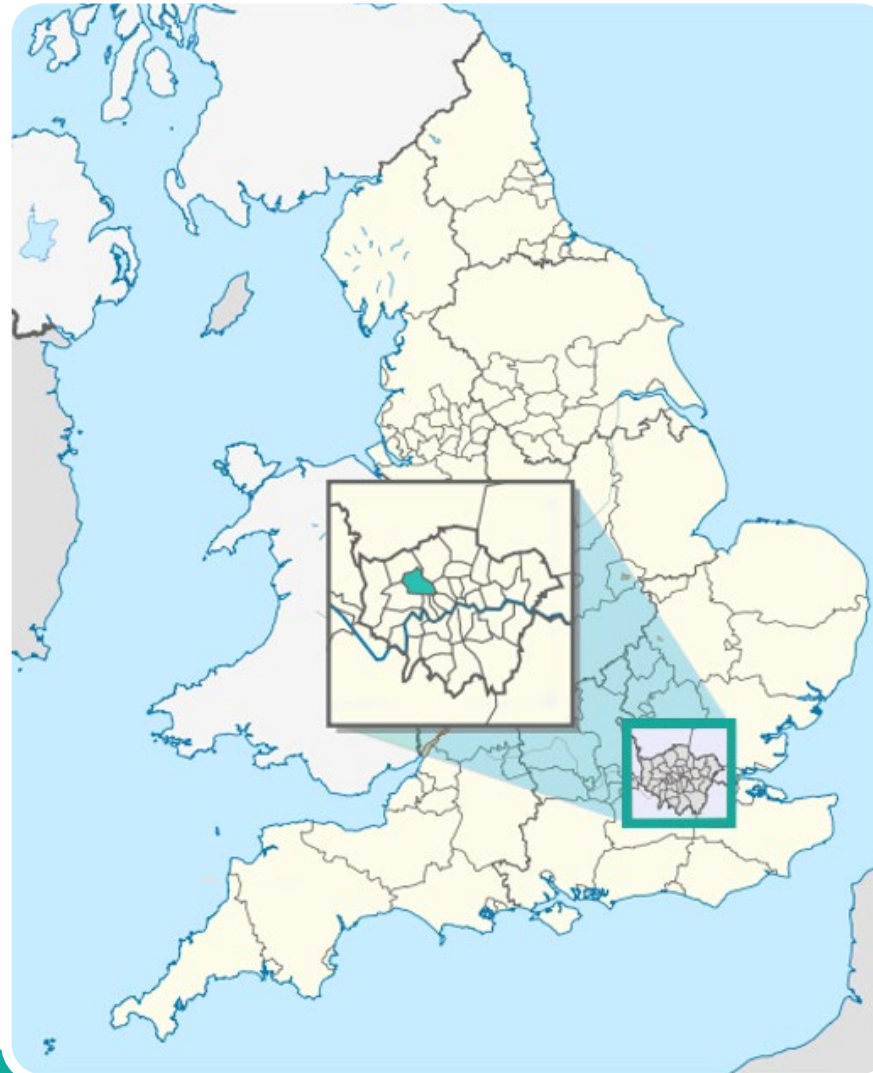
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Private Nursery



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Business Enterprise
Acorn Manor



Established in 2016, EiET grew from the federation of Oakington Manor and Furness Primary School. The schools serve a vibrant and diverse community in Brent.

We are committed to partnership working to grow further and increase our positive impact on more children and young people in our communities



Key Skills and Experience

The NGA model code of conduct is anchored in the Seven Nolan Principles of Public Life. The code is also aligned with the Framework for Ethical Leadership in Education which outlines principles that support ethical decision-making and challenge unethical behaviour.

Selflessness: Act solely in public interest.

Integrity: Avoid being under any obligation to people or organisations that might try inappropriately to influence your work. Do not act or take decisions in order to gain financial or other material benefits for yourself, your family or your friends. Declare and resolve any interests and relationships.

Objectivity: Act and take decisions impartially, fairly and on merit, using the best evidence and without discrimination or bias.

Accountability: Be accountable to the Trust Board for decisions and actions and submit to the scrutiny necessary to ensure this.

Openness: Act and take decisions in an open and transparent manner. Information should not be withheld unless there are clear and lawful reasons for doing so.

Honesty: Be truthful.

Leadership: Exhibit these principles through personal behaviour, actively promote and robustly support them, and be willing to challenge poor behaviour wherever it occurs.



Chief Executive Officer Job Description



Job Title: Chief Executive Officer

Salary: A post-specific salary determined by the Board of Directors applies to this role.

Line of Responsibility: The Chief Executive Officer is directly accountable to the Board of Directors of the Multi-Academy Trust.

Line Management: The Chief Executive Officer provides leadership and management to headteachers and senior leadership teams across the academies within the Trust.

Strategic Purpose

The Chief Executive Officer is accountable to the Board of Directors for leading the strategic direction, educational performance, operational effectiveness and long-term sustainability of the Multi-Academy Trust. The role requires the communication and delivery of the Trust's vision, values and objectives across all academies, ensuring that pupils receive the highest possible standards of education and care.

Through inspirational leadership, rigorous strategic planning, effective systems and high professional standards, the Chief Executive Officer will promote a culture of continuous improvement, accountability and ambition across the Trust. The postholder will act as the principal accounting officer for the Trust, in accordance with Department for Education requirements.

The Chief Executive Officer will also serve as one of the Directors of Acorn Manor Ltd, the Trust's trading subsidiary, and will take personal responsibility for the effective day-to-day operation of the trading arm. This includes ensuring that Acorn Manor Ltd is professionally managed, commercially effective and operated in a manner that generates surpluses for the benefit of the Trust and the schools within it. The Chief Executive Officer will be the only Director regularly based on-site and will have operational oversight of the full trading activity of Acorn Manor Ltd, ensuring compliance, performance, service quality and value for money.



Chief Executive Officer Job Description - *continued*



Core Responsibilities

- Work with the Board of Directors, local governing boards and staff across the Trust to define, communicate and deliver the Trust's vision, aims and objectives.
- Provide inspirational and motivational leadership, clear strategic direction, and measurable targets supported by robust development plans.
- Ensure that the Trust's strategic development plan is informed by strong financial planning and aligned to educational priorities.
- Challenge, support and empower local governing boards and senior leadership teams to secure ambitious outcomes for pupils and communities.
- Promote excellent teaching, learning and assessment across all academies through high professional standards, monitoring and evaluation.
- Oversee curriculum development and assessment strategies that meet the needs of all pupils and support strong outcomes.
- Develop a culture of personal accountability, high expectations and professional growth.
- Build strong and collaborative teams, encouraging openness, respect, innovation and shared practice.
- Maintain an up-to-date understanding of local and national education developments and ensure senior leaders are prepared to respond to change.
- Ensure effective use of technology to enhance educational provision, operational efficiency and value for money.
- Establish systems for continuous self-evaluation and use them to drive Trust-wide improvement.
- Develop and implement robust policies for recruitment, retention, workforce deployment, appraisal and development.
- Build and maintain strong relationships with sponsors, partners, stakeholders and the wider community.
- Support the growth and development of the Trust, including the smooth transition of new academies into the Trust.



Chief Executive Officer Job Description - *continued*



Core Responsibilities - *continued*

- Foster strong transition and collaboration between phases and schools where appropriate to support attainment and admissions.
- Promote high aspirations, excellent behaviour, inclusion, strong pastoral support and effective intervention.
- Oversee external communications with communities, media, agencies and partners.
- Ensure effective monitoring and management of Trust budgets, financial systems and returns in accordance with DfE and Companies House requirements.
- Maximise available financial resources, identify additional funding opportunities and secure value for money in all areas of operation.
- Attend meetings of the Board of Directors and local governing boards as required.
- Promote and support a rich extra-curricular programme that raises aspirations and benefits pupils and communities.
- Place safeguarding and child protection at the centre of all decision-making.
- As a Director of Acorn Manor Ltd, ensure the trading arm is led effectively, operates successfully and contributes surpluses to support the Trust's charitable and educational aims.
- Provide direct on-site leadership and oversight of Acorn Manor Ltd as the only regular on-site Director.
- Take responsibility for the commercial, operational and reputational performance of Acorn Manor Ltd and ensure it operates in the best interests of the Trust.



Chief Executive Officer Person Specification



Area	Essential	Desirable	Evidence
Qualifications and Experience	First degree; Qualified Teacher Status; evidence of continued professional development; successful experience as an executive headteacher, principal or headteacher of a large school or academy; current knowledge of educational practice, policy, classroom management, inspection and statutory requirements; safeguarding knowledge and experience.	NPQH and/or NPQEL; postgraduate qualification; additional relevant professional study; experience of leading complex organisations, multiple sites or trusts; experience across more than one key stage; experience of working with business or commercial partners.	Application form; certificates; references.
Strategic Leadership	Strategic planning, leadership models, innovation, stakeholder engagement, change management and strategic oversight of the Trust's trading arm, commercial activities and income generation.		Application form; letter of application; references; interviews.
Teaching and Learning	Curriculum development, assessment, data use, behaviour, attendance, teaching standards, external support and evidence-informed practice.		Application form; letter of application; references; interviews.
Organisational Leadership	Recruitment, deployment, accountability, financial planning, best value, organisational development, legal frameworks, project management and operational leadership.		Application form; letter of application; references; interviews.
People Leadership	Performance management, CPD, motivation, communication, accountability, conflict management, team development and professional conduct.		Application form; letter of application; references; interviews.
Community Leadership	Partnership working, multi-agency collaboration, community cohesion, transition, extended services and wider community engagement.		Application form; letter of application; references; interviews.



How to Apply

If you wish to discover more about this exciting opportunity, need any further information or would like to have an informal discussion, please contact Will Bridge at Academicis, our recruitment partner, on wbridge@academicis.co.uk or by phone on 07825 346535 / 01223 907979

Closing date:

Monday 12th October 2026

Shortlisting:

Wednesday 14th October 2026

Interviews:

Tuesday 20th and Wednesday 21st October 2026



Excellence in Education Trust,

Oakington Manor Primary School, Oakington Manor Drive, Wembley, Middlesex HA9 6NF