



EMAT
EASTERN MULTI-ACADEMY TRUST

DIRECTOR OF EDUCATION CANDIDATE PACK



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WELCOME LETTER FROM THE CEO

Dear Applicant,

Thank you for your interest in becoming our next Director of Education at Eastern Multi-Academy Trust.

This is a significant appointment for EMAT and comes at an exciting point in our development. We are a Trust with ambition, a strong sense of purpose and deep roots in the communities we serve. Our mission is to Empower, Motivate, Achieve and Transform, reflecting our belief in the power of education to change lives and our responsibility to make a tangible difference to children, families and communities.

We have much to be proud of across our academies, but we are not interested in standing still. Our emerging strategic direction places an uncompromised imperative at its heart: strong educational outcomes and ensuring all children flourish.

Our ambition is that every child, regardless of starting point, background, need, or circumstance, achieves highly, feels a deep sense of belonging, and leaves fully prepared for a successful, fulfilling future.

Our new Director of Education will be central to making that ambition a reality.

We are looking for an exceptional educational leader who combines high expectations with the ability to inspire, challenge and develop others. Someone who understands that excellent outcomes depend upon ambitious curricula, expert teaching, strong leadership and genuine inclusion, but also that sustainable improvement is ultimately built through people and culture.

Central to our next phase is creating a culture of professional generosity where EMAT operates, not as a collection of isolated schools, but as a tight-knit family in which expertise and excellent practice are shared. We want every academy to improve and every academy to contribute.

Our context also gives this work a powerful moral purpose. We are determined that flourishing should be underpinned by robust academic attainment and progress that dismantle the link between background and destiny. Inclusion cannot mean lowering expectations, and educational excellence cannot be something available only to children who begin with advantage.

You will find things at EMAT that are already strong. You will also find things we need to make better. We want someone excited by both.

This is therefore not simply an opportunity to inherit an established school improvement model. I want our Director of Education to bring experience, curiosity, challenge and fresh thinking, working alongside our principals and leaders to help shape the next chapter of EMAT.

Ultimately, there is one question that should guide us:

Are children receiving a better education and greater opportunities because their academy is part of Eastern Multi-Academy Trust?

If that question motivates you, and you share our determination that every child should achieve, belong and flourish, I would very much like to hear from you.

I look forward to receiving your application.

Paul Shanks
Chief Executive Officer



OUR EXECUTIVE TEAM

The Trust's Executive Team sits at the heart of our strategic leadership, championing our five strategic pillars through clear direction, accountability and collaboration. Drawing on a diverse mix of professional expertise and experience, the team works collectively to translate strategy into impact, ensuring sustainable outcomes that support our mission and long-term vision.



A TRUST WITH PURPOSE

Eastern Multi-Academy Trust exists to Empower, Motivate, Achieve and Transform the lives of the children, families and communities we serve. These values are more than statements of intent; they shape how we make decisions, how we work together and how we define success.

At EMAT, we believe that educational excellence and inclusion are inseparable. Every child, regardless of background, starting point, need or circumstance, deserves access to an outstanding education, a strong sense of belonging and the opportunity to flourish.

We are ambitious for every learner and uncompromising in our determination to improve outcomes for all.

A Culture of High Challenge and High Support

We are a Trust characterised by strong relationships, professional trust and collective responsibility. We value leaders who combine high expectations with strong relationships, who are willing to challenge where improvement is needed and who actively support others to succeed.

As a growing Trust, we do not see ourselves as a collection of individual schools, but as a family of academies united by a common purpose. We are creating a culture of professional generosity, where expertise is shared, good practice travels and every academy contributes to the success of others.

People at the Heart of Improvement

We know that sustainable school improvement is achieved through people. We are committed to developing talented staff at every level, investing in professional learning, leadership development and wellbeing. Our leaders are expected to create environments in which colleagues feel valued, empowered and able to thrive. We foster a culture of openness, integrity and accountability, guided by ethical leadership and the principles of public service. We believe that the best outcomes for children are achieved when leaders act with courage, transparency and a relentless focus on what matters most.

Looking Forward

EMAT is proud of what has been achieved so far, but we are equally excited about what comes next. Our strategic priorities place educational standards, inclusion, community impact, people development and operational excellence at the centre of our work. We are looking for leaders who are energised by improvement, motivated by moral purpose and committed to ensuring that every decision answers a simple question:

Are children receiving a better education and greater opportunities because their academy is part of Eastern Multi-Academy Trust?

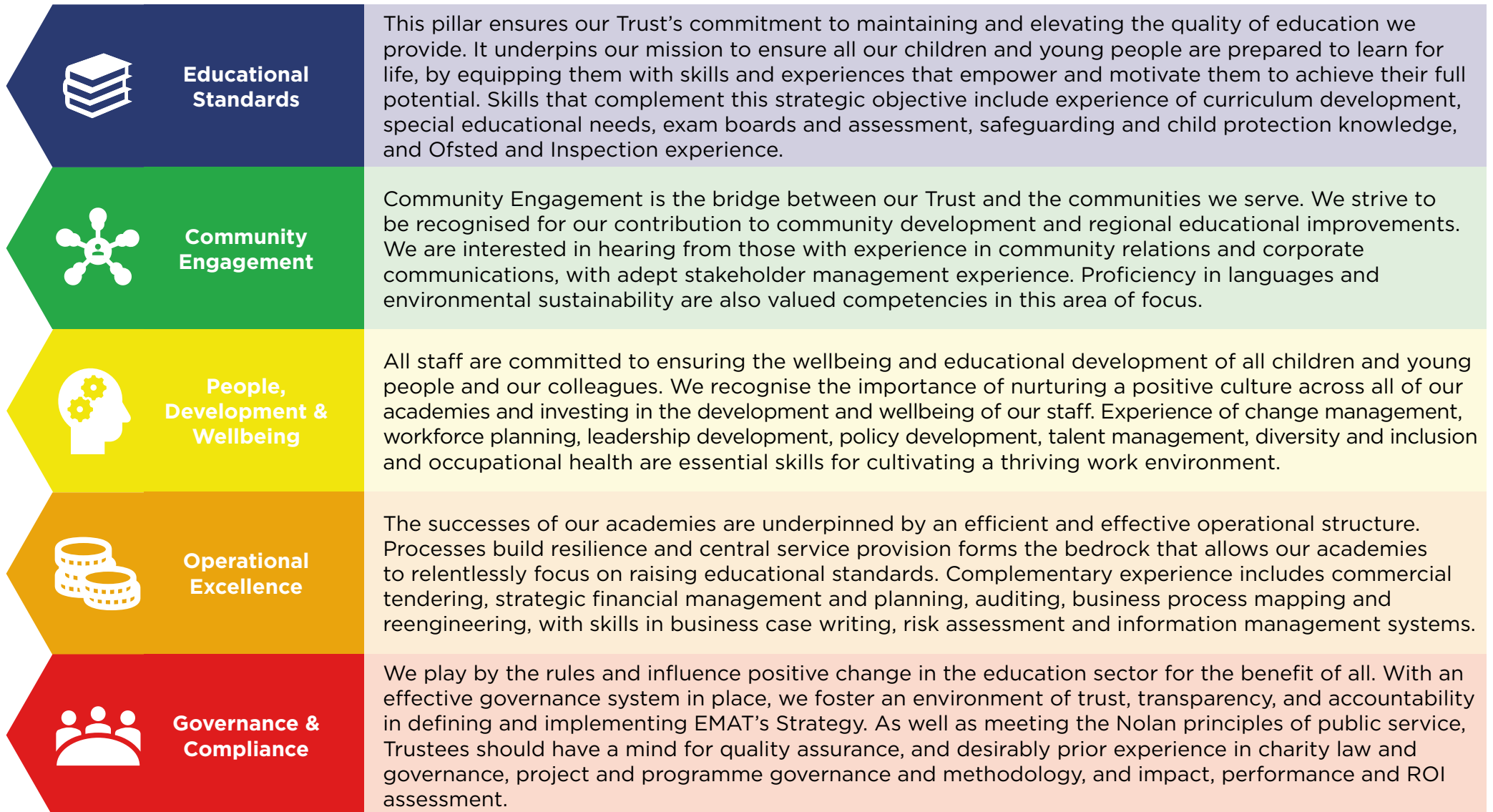
For those who share our ambition, EMAT offers the opportunity to help shape the next chapter of our Trust and make a lasting difference to the lives of young people.



OUR JOURNEY SO FAR...



Our five strategic pillars serve as the foundation upon which our goals, decisions, actions and outcomes are built. Each pillar represents a critical area of focus which when supplemented by the diverse range of relevant skills in our strategic leadership, collectively drive our mission and vision forward.



DIRECTOR OF EDUCATION JOB DESCRIPTION

POST TITLE: Director of Education

JOB FAMILY: Executive Leadership

GRADE/BAND: Executive Officer Scale E01-E05 (£93,423 - £102,396)

(Subject to review by the Board)

RESPONSIBLE TO: Chief Executive Officer (CEO)

DIRECT REPORTS: School Improvement Team (including School Improvement Directors/Advisers), Principals/Headteachers

WORK PROFILE: Full-time, permanent

ROLE PURPOSE:

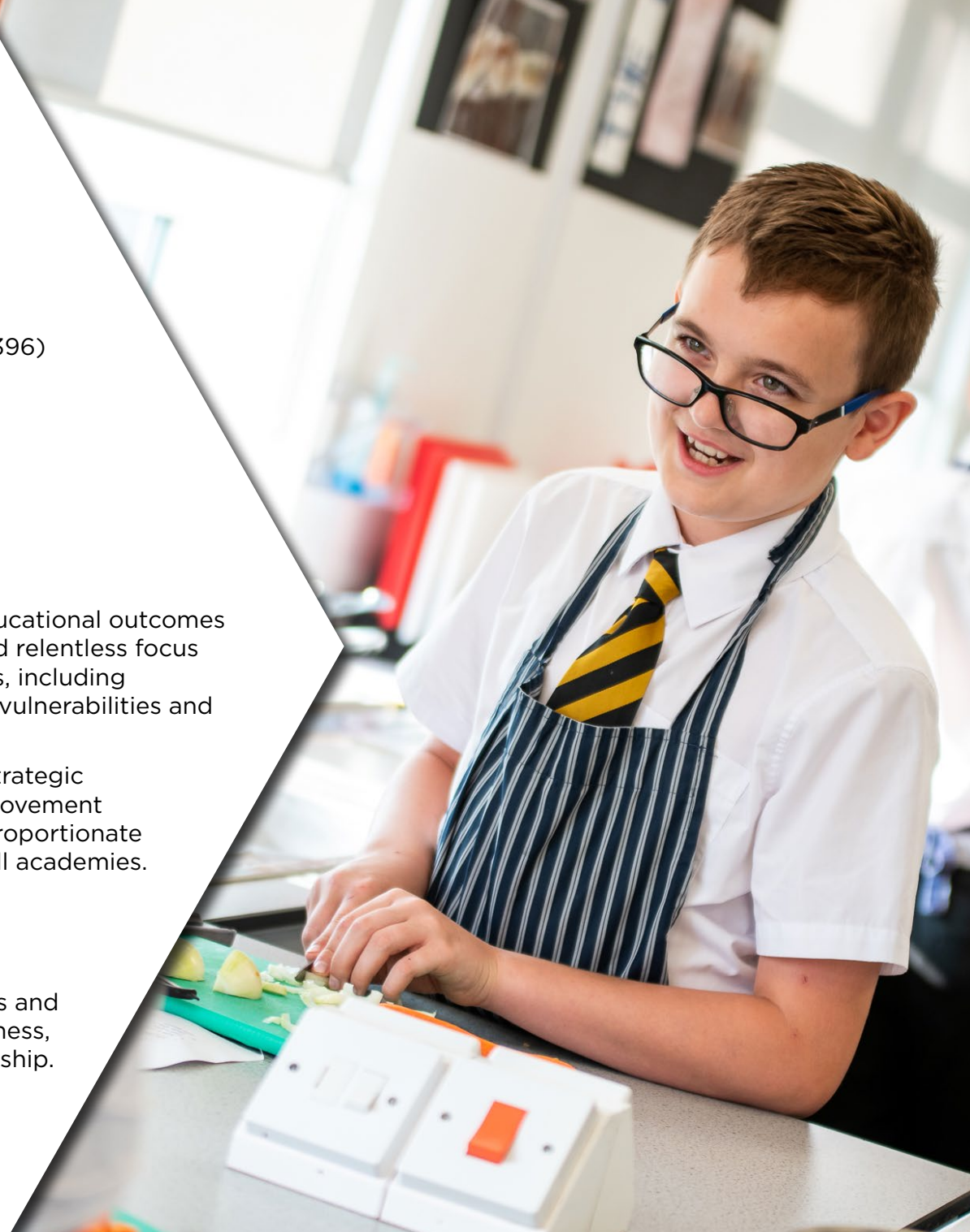
The Director of Education is responsible for securing excellent educational outcomes for all children and young people across the Trust, with a clear and relentless focus on equity, inclusion and improved outcomes for vulnerable groups, including disadvantaged pupils, pupils with SEND, those with safeguarding vulnerabilities and those at risk of underachievement.

As a senior executive leader, the Director of Education provides strategic leadership of school improvement, leading the Trust's school improvement function to ensure consistency high quality practice, timely and proportionate intervention where required, and sustained improvement across all academies.

CORE RESPONSIBILITIES:

Values and Ethical Leadership

The Director of Education will uphold and model the Trust's values and the Seven Principles of Public Life (the Nolan Principles): selflessness, integrity, objectivity, accountability, openness, honesty and leadership. These principles underpin all decisions, actions and leadership behaviours, particularly in relation to school improvement, allocation of resources, and securing the best outcomes for all children, especially the most vulnerable.



DIRECTOR OF EDUCATION JOB DESCRIPTION *CONTINUED*

Executive and Strategic Leadership

- Be a full and influential member of the Executive Leadership Team, contributing to the strategic direction, growth and effectiveness of the Trust.
- Lead the development, implementation and evaluation of the Trust's education strategy.
- Provide expert advice and professional challenge to the CEO, Trustees and Executive Leadership Team.
- Champion a Trust-wide culture of high expectations, inclusion and moral purpose.
- Ensure alignment between education strategy and wider Trust functions, including finance, people and operations.
- Identify and manage educational risk across the Trust. Ensure early identification and mitigation of emerging risks.

Growth, Consistency and Operating Model

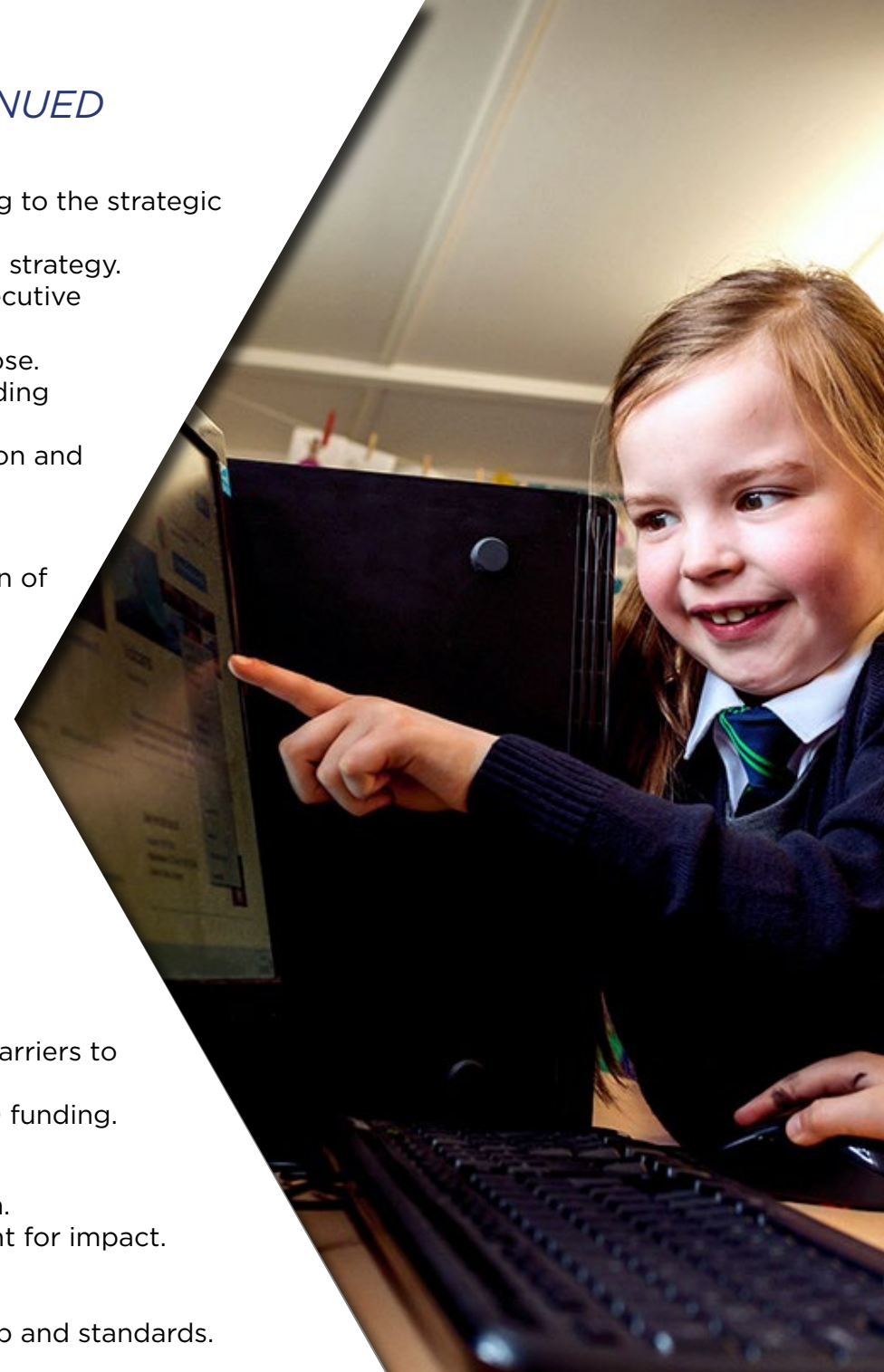
- Contribute to Trust growth, including due diligence, onboarding and integration of new academies.
- Ensure educational standards and culture are maintained during expansion. Ensure consistent implementation of Trust frameworks and expectations.
- Balance autonomy with coherence across academies.

Educational Outcomes and Inclusion

- Hold executive responsibility for improving outcomes for all pupils and narrowing gaps for vulnerable groups.
- Ensure effective Trust-wide strategies for SEND, disadvantage, safeguarding, behaviour and attendance.
- Use high-quality data, insight and evaluation to identify risk and deploy timely intervention.
- Ensure curriculum, assessment and pedagogy are ambitious and inclusive and consistently implemented.
- Promote evidence-informed practice that improves outcomes for pupils with barriers to learning.
- Ensure ethical and effective use of funding, including pupil premium and SEND funding.

School Improvement and Standards

- Provide clear leadership and direction for the Trust's school improvement team.
- Line manage School Improvement Directors/Advisers and hold them to account for impact.
- Quality assure improvement activity across all academies and phases.
- Lead Ofsted readiness and post-inspection improvement planning.
- Work closely with Principals/Headteachers to challenge and support leadership and standards.



DIRECTOR OF EDUCATION

JOB DESCRIPTION *CONTINUED*

Data, Performance and Assurance

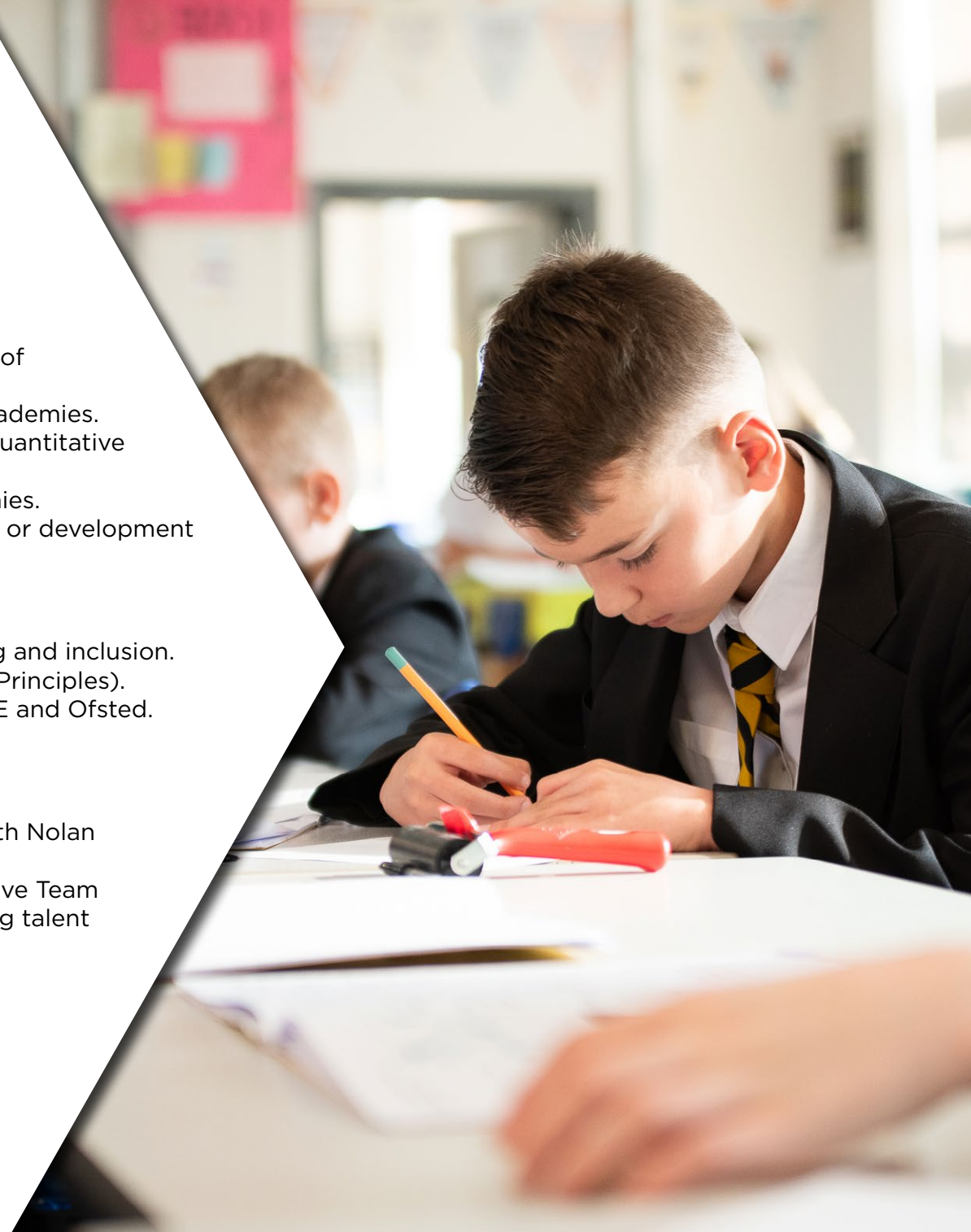
- Act as Trust lead for educational data, ensuring accuracy, consistency and integrity.
- Develop and maintain a robust Trust-wide performance and assurance framework.
- Provide clear, evidence-based assurance to the CEO and Board of Trustees.
- Monitor and report performance, risk and capacity across all academies.
- Challenge data reliability and ensure effective triangulation of quantitative and qualitative evidence
- Ensure consistency of expectations and practice across academies.
- Ensure all academies operate with robust, aligned improvement or development plans linked to Trust priorities.

Governance, Compliance and External Engagement

- Ensure compliance with statutory duties, including safeguarding and inclusion.
- Uphold and promote the Seven Principles of Public Life (Nolan Principles).
- Represent the Trust with external stakeholders including the DfE and Ofsted.
- Support Trustees through clear and transparent reporting.

People, Leadership and Culture

- Model the Trust's values and ethical leadership, acting in line with Nolan Principles of Public Life.
- Work in partnership with the Director of People and the Executive Team to develop leadership capacity, succession planning and a strong talent pipeline across the Trust.
- Ensure Principals and senior leaders are both supported and constructively challenged to deliver sustainable improvement.
- Contribute to the effective and sustainable use of resources by working with the Executive Team
- to align educational priorities with financial planning.



DIRECTOR OF EDUCATION PERSON SPECIFICATION

Key: A/E Eligibility (this will be checked by the recruitment team) A Application | C Certificate | T Test | I Interview

Description	Essential Desirable (E/D)	Evidence method
Qualifications/Education/Professional Status		
Qualified Teacher Status (QTS) or equivalent	E	A/C
Relevant degree	E	A/C
Postgraduate qualification in education or leadership	D	A/C
Senior leadership qualification (e.g. NPQEL or equivalent)	D	A/C
Up-to-date safeguarding training at senior level	E	A/C
Leadership and Experience		
Successful experience as Headteacher, Principal or senior executive within a MAT	E	A/I
Track record of leading school improvement across more than one school	E	A/I
Experience of improving Ofsted RI/Inadequate to Good or better	E	A/I
Experience of leading and managing school improvement teams	E	A/I
Accountability to Trustees or governing bodies	E	A/I
Experience of providing assurance and reporting at Board or equivalent governance level	E	A/I
Experience of influencing beyond own organisation (e.g. across a Trust, LA, or wider system)	E	A/I
Experience of leading or contributing to organisational growth, change or integration across multiple settings	D	A/I
Improving Outcomes and Inclusion		
Demonstrable impact on outcomes for all pupils, including disadvantaged pupils and vulnerable groups	E	A/I
Strong understanding of SEND systems and inclusive practice	E	A/I
Leadership of safeguarding, behaviour and attendance strategies	E	A/I
Effective use of data to identify risk, need and impact	E	A/I

DIRECTOR OF EDUCATION PERSON SPECIFICATION

Key: A/E Eligibility (this will be checked by the recruitment team) A Application | C Certificate | T Test | I Interview

Description	Essential Desirable (E/D)	Evidence method
Knowledge and Understanding		
In-depth knowledge of Ofsted inspection frameworks	E	A/I
Qualified and serving Ofsted Inspector	D	A/C
Understanding of the national education policy landscape	E	A/I
Understanding of MAT governance, funding and accountability	E	A/I
Knowledge of ethical leadership and the Nolan Principles	E	A/I
Demonstrable ability to interpret, challenge and present complex educational data to senior leaders and Trustees	E	A/I
Ability to identify, assess and manage educational risk at organisational level	E	I
Personal and Professional Qualities		
Strong moral purpose and commitment to equity and excellence	E	I
High levels of integrity, transparency and ethical leadership	E	I
Ability to provide both challenge and support with credibility	E	I
Excellent communication and interpersonal skills	E	A/I
Emotional resilience and capacity to lead improvement under pressure	E	I
Ability to operate credibly with Executive leaders, Trustees and external regulators	E	I



HOW TO APPLY

If you would like to discover more about this exciting opportunity, need any further information, have an informal discussion or arrange a visit then please contact our retained consultant at Academicis, Alpha Parish:
aparish@academicis.co.uk or 01223 907979 / 07436 971517

Closing date: Friday 13th November 2026

Shortlisting: Monday 16th November 2026

Interviews: Friday 20th November 2026



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