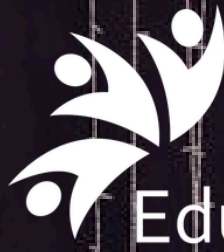
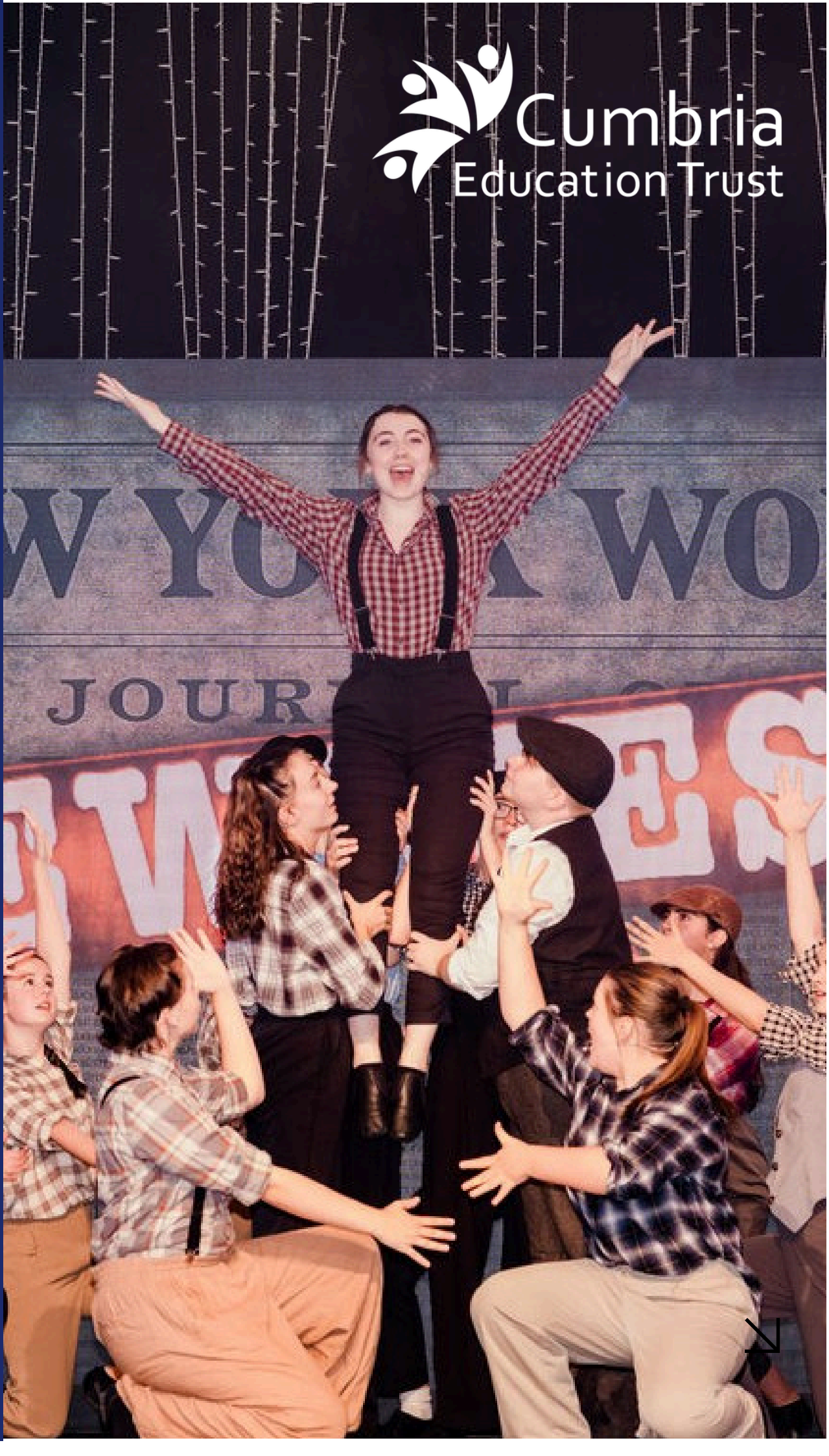


Director of Transformation

APPLICANT INFORMATION



Cumbria
Education Trust





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Introduction

Cumbria Education Trust (CET) is seeking an ambitious and strategic Director of Transformation to join our executive team at an exciting moment in our organisation's journey. We are proud to be the largest multi-academy trust in Cumbria, and as we celebrate our 10th year, we will continue to grow and welcome additional schools into our family.

As we enter our next exciting phase of development we are looking for a leader with the vision, expertise, and values to lead the evolution and transformation of our Trust Services to ensure our resources and operations are aligned to deliver the very best for every pupil.



Who we are

Cumbria Education Trust (CET) has grown into a thriving family of 17 schools of 12 primary schools, 5 secondary schools and a joint sixth form responsible for the education of more than 6000 young people in Cumbria.

While we have grown quickly our vision has remained, simple but ambitious: to enable every young person to reach their potential and achieve the success they deserve through an innovative and inspiring education. We believe in raising the aspirations of our children and helping them aim higher. We offer a broad and balanced curriculum that is enriched by many wonderful and exciting opportunities.

At the heart of our work are the shared values of Respect, Responsibility and Resilience, which guide decision-making across every academy in our Trust. These values are embedded in our culture, underpin our curriculum and shape the way we work with families and communities.

We firmly believe that schools are stronger when they work together and sharing best practice across our primaries and secondaries is part of everyday life. It is also a priority to support teachers with excellent professional development opportunities, which in turn benefits all our children.

Our Schools



12 PRIMARY



5 SECONDARY



1 SIXTH FORM

Our People

6,800 PUPILS



1,000+ STAFF



150 GOVERNORS



Vision & Values



Our approach is shaped by our three core values:



Respect

We foster a culture of trust, inclusion and professionalism, where every colleague is treated with dignity and care.



Responsibility

We take ownership of our actions and decisions, supporting one another to deliver the very best for our pupils and communities.



Resilience

We embrace challenge with determination, supporting each other through change and striving for continuous improvement.

As a Trust, we strive to create a positive, collaborative working environment where your wellbeing, development and contribution matter. This handbook provides an overview of key employment terms, expectations and support available to you.



The Role

Your responsibilities will include driving transformation outputs in alignment with our vision and values.

You will also provide strategic oversight in driving efficiencies, bringing an innovative and commercial mindset to the management of the Trust.

A key part of your role will be to lead and support change through business process transformation. This will involve ensuring that policies, processes, and procedures deliver the right balance of governance and agility to improve overall performance.

As a member of the Executive Team, you will contribute to the development of the Trust as a whole. Additionally, you will support the Chief Executive with the leadership and management of the Trust as communicated through the Trust's Mission and Vision.

This role is pivotal in shaping the future of the Trust and driving its strategic priorities. Your leadership will be instrumental in transforming the Trust and achieving its mission.

This role will provide strategic leadership to Trust Services which shapes and drives the implementation of a high-impact transformation agenda, improving operational and financial performance across the Trust while building capacity and a values driven culture for sustainable growth.



Job Description

PURPOSE

The Director of Transformation is a senior executive role combining strategic financial leadership with comprehensive operational management across the Multi Academy Trust (MAT).

Responsibilities will include driving transformation outputs in alignment with our vision and values. You will also provide strategic oversight in driving efficiencies, bringing an innovative and commercial mindset to the management of the Trust.

This position reports directly to the Chief Executive and serves as a key member of the senior team, ensuring financial sustainability, operational excellence, and strategic resource planning across all academies within the trust.

The postholder holds strategic accountability for shaping, embedding, and sustaining a high-performing, values-driven culture across the Multi Academy Trust (MAT).

Trust while building capacity and a values driven culture for sustainable growth.

STRATEGIC OPERATIONAL RESPONSIBILITY

To provide direct leadership and line management to the Trust Services, enhancing levels of service and cost effectiveness.

Oversight of all centralised Trust Services including Finance & Procurement, HR, Operations, IT, Media, Estates, and compliance functions.

Leading the Executive and Management Team, with direct reports:

- Director of Finance / CFO
- Head of HR
- Head of Operations
- Head of IT Services
- Marketing and Communications Manager

Oversight of the Executive and Management team in the development and delivery of functional strategies and plans.

PRINCIPAL ACCOUNTABILITIES

- To visibly and successfully drive transformational change across CET.
- Lead and support change through business process transformation.
- To ensure the Trusts business model and resources (people, systems, and processes) are organised and operationalised to meet business objectives, deliver high-quality and timely customer services across all geographical Hub areas.
- To establish and operationalise the use of business metrics, cost of delivery metrics and service level agreements, etc at all stages of a product or process lifespan.
- To ensure the delivery model for high quality Professional Development for all Trust Services Support staff- create a culture for continual professional development.
- To maximise the use and impact of digital, AI and technology resources in delivering business outputs – establishing the Trust as a digital innovator in business operations and customer service delivery.
- To lead the articulation and embedding of the Trusts sustainability objectives into plans and performance management.
- To ensure the Trusts workforce, profile (as a Civic organisation), development, and talent pipeline is aligned to the operational and strategic needs of the Trust.
- To lead across all elements of the Trusts annual planning process, ensuring a co-ordinated approach, and timely delivery of information and outcomes.
- Executive oversight of a business and partnership framework for commercial activities.
- To be the central lead on commercial and legal negotiations.
- Executive responsibility and strategic oversight for subsidiary structures and operations and the business continuity plans.
- To motivate and inspire employees to align with the Trusts aims and priorities and to deliver excellent work in pursuit of those goals.

The Person

QUALIFICATIONS/TRAINING (competencies)

Essential

- Degree and post-graduate qualifications in relevant disciplines and/or leadership and management qualification with demonstrable CPD.
- Professional accounting qualification (ACA, ACCA, CIMA, or equivalent)

Desirable

- Postgraduate qualification in education, business administration, finance, or related field
 - Professional development in school business leadership or public sector finance
 - Certification in change management methodologies (e.g., PRINCE2)
 - Professional risk management qualification
-

RELEVANT EXPERIENCE

Essential

- Experience within a similar role as a senior executive combining strategic financial leadership with comprehensive operational management.
- Extensive senior finance and operations leadership experience, preferably within education, public sector, or complex multi-site organisations
- Experience of leading functions / departments with proven skills in leading aligning different requirements to the overall vision and purpose
- Experience of leading large-scale transformational change programmes ensuring timely and budget compliant delivery within appropriate governance frameworks.
- Experience with capital project management, estates development, and facilities management
- Extensive experience in enterprise risk management, including risk frameworks, assessment methodologies, and governance structures

Desirable

- Experience with academy conversions, trust mergers, or organisational restructuring
- Previous experience in Multi Academy Trust or educational leadership roles
- Experience as a Trustee in another MAT



KNOWLEDGE

Essential

- Comprehensive understanding of how the sector is funded.
- Understanding of regulatory compliance requirements, internal audit processes, and assurance frameworks
- Strong understanding of academy trust governance, funding mechanisms, and regulatory frameworks
- Understanding of regulatory compliance requirements, internal audit processes, and assurance framework

Desirable

- Knowledge of pension scheme administration and treasury management
- Knowledge of digital transformation strategies and technology implementation in educational settings

SKILLS

Essential

- Exceptional communication and interpersonal skills, with the ability to engage and influence stakeholders across all levels of the Trust.
- Proven engagement with corporate strategic matters as relating to
• business performance and sustainability.
- Exceptional financial management, analytical, and operational capabilities
- Strong leadership and team management skills across multiple disciplines
- Advanced proficiency in financial systems, business intelligence tools, and operational management platforms
- Strong project management capabilities with experience delivering complex, multi-phase initiatives
- Advanced analytical skills for risk modelling, scenario planning, and impact assessment

PERSONAL ATTRIBUTES

Essential

- Excellent communication and stakeholder engagement abilities
- Commitment to educational excellence and improving outcomes for all students
- Strong ethical standards with absolute integrity in both financial and operational management
- Exceptional leadership presence with ability to inspire and motivate diverse teams
- Resilience and adaptability in a dynamic, fast-paced educational environment
- Collaborative approach with excellent relationship-building skills across all stakeholder groups
- Creative mindset with focus on continuous improvement and efficiency
- High level of discretion when handling sensitive financial and operational information
- Strong attention to detail combined with strategic vision



Other Requirements

Duties and Expectations

As a strategic advisor to the Chief Executive, you will support her in matters relating to strategy, leadership, and the management of the Trust, including policy development and new initiatives.

You will be required to attend Trust and Local Advisory Board meetings as appropriate.

You must demonstrate professionalism, technical competence, strong interpersonal and networking skills, and the ability to work independently. You will lead by example, role-modelling the Trust's values and leadership behaviours, and play an integral part in delivering the Trust's equality, diversity, and inclusion priorities.

You will operate at all times within established education and Trust regulations and procedures and will demonstrate a sound understanding of the needs of a Multi-Academy Trust.

From time to time, and in line with operational requirements, you may be required to travel nationally.

As a senior post-holder, you will be expected to work flexibly in the discharge of your duties. While the normal working week is defined in the contract of employment, the nature of the role requires flexibility to work such hours as are necessary to fulfil the responsibilities of the post.

It is the Trust's intention that this job description serves as a guide to the principal duties and responsibilities of the role. However, as the organisation evolves, the duties associated with the post may change. This document should therefore be regarded as indicative rather than exhaustive or definitive.

In conclusion, this role requires a dynamic individual who can adapt to the evolving needs of Cumbria Education Trust, demonstrating flexibility, capability, and a strong understanding of the complexities of a Multi-Academy Trust.

A commitment to the Trust's values and leadership behaviours will be key to success in this role.

How to Apply

Please follow the instructions below:

To apply for the role of Director of Transformation at Cumbria Education Trust, please visit our eRecruitment portal at, <https://mynewterm.com/jobs/15765/EDV-2026-CET-97648> or

Career Opportunities

All applications must be submitted through the recruitment portal



Thank you for considering Cumbria Education Trust as you next career step!



Useful Information:



[Our Schools](#)



[Our Trust Board](#)



[The CET Story](#)



[Our Leadership Team](#)



[Ten Year Impact Report](#)



[CETs Hub Model & HR Team](#)