

Director of National SCITTs

Applicant Pack



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The vacancy

Post advert

Deadline for applications:	11.59pm on 04 October 2026
Interviews to be held:	Week beginning 12 October 2026
To start:	01 January 2027

Chorus Education Trust is seeking an inspirational and driven leader with a track record of success as a leader in education who aspires to outstanding achievement for all its students.

The Director of National SCITTs will come from a successful leadership position and will take responsibility for providing the strategic direction and delivery models to recruit, train and develop teachers and school leaders, to secure improved outcomes for young people.

Role summary

Post title:	Director of National SCITTs
Pay scale:	L16 to L20 (£77,676 - £85,547)
Group:	Leadership
Salary point range:	L16 to L20
Reporting to:	Chief Executive Officer
Line manager (if different):	N/A
Post holder will work with:	SCITT School Partners and staff within the Sheffield Teaching School Alliance and TS Hub
Holiday and sickness relief:	By and for other SCITT colleagues
Purpose of post:	To lead and manage the Secondary NML and NMAP SCITT programmes across the current hubs, and develop any future hubs, with respect to recruitment, monitoring, quality assurance, curriculum development and delivery, assessment of trainee progress and trainee support; To ensure long term moral and financial sustainability of the NML and NMAP SCITT programmes; To lead on the review of staffing structures on a yearly basis to ensure sufficient capacity to deliver the SCITT programmes; To ensure compliance in relation to policies and procedures and legal frameworks.
Version revised:	September 2026

Contract:

Permanent

At Chorus Trust we are committed to the safeguarding of all our pupils, please visit our website to access our safeguarding and child protection policy at www.chorustrust.org/policies.

The trust will conduct an online search of the successful candidate in line with the DfE's keeping children safe in education advice.

The successful candidate will be required to complete a Disclosure and Barring Service (DBS) check in line with the Rehabilitation of Offenders Act (ROA) 1974 (Exceptions) Order 1975 and the Police Act Regulations.

Job Description Summary

As a key member of the Trust's leadership team, the Director of National SCITTs will provide strategic leadership for the growth, quality and long-term sustainability of National SCITTs. The role will ensure that Initial Teacher Education provision delivers outstanding outcomes for trainees and partner schools whilst contributing to Chorus Trust's vision for an integrated teacher and leadership development pathway. The postholder will lead organisational improvement, maintain strong governance and accountability, develop effective regional and national partnerships, and position National SCITTs as a sector-leading provider of teacher education and workforce development.

The post holder must at all times carry out their responsibilities within the spirit of Chorus Trust policies and within the framework of legislation relating to academies and education, with particular regard to the statutory responsibilities of the trust and the governing body of the school.

Strategic Leadership and Organisational Development

- Provide strategic leadership for the continuous improvement, growth and national reputation of National SCITTs.
- Lead the strategic direction of National SCITTs through the development and delivery of a multi-year improvement and growth plan aligned with Chorus Trust priorities.
- Lead self-evaluation, business planning and performance improvement activities.
- Monitor national developments in Initial Teacher Education and advise governance bodies on risks and opportunities.
- Develop strategic partnerships with schools, trusts, universities and professional organisations.
- Lead organisational change associated with reaccreditation, DfE reform and wider sector developments.
- Contribute to the wider teacher and leadership development strategy of Chorus Trust.
- Lead the development of an integrated teacher development pathway from ITT through to leadership development.
- Establish and monitor key performance indicators relating to recruitment, outcomes, employment rates, stakeholder satisfaction and sustainability.
- Represent National SCITTs at regional and national networks, conferences and professional forums.

Recruitment and Partnerships

- Lead the recruitment and selection strategy for National SCITTs across all hubs.
- Ensure effective marketing, stakeholder engagement and partnership activity supports recruitment, reputation and growth.
- Ensure robust systems are in place for application management, candidate assessment, safeguarding, compliance and suitability processes.
- Monitor recruitment performance and trends to support workforce planning and sustainability.

Quality Assurance, Governance and Compliance

- Lead an evidence-informed approach to quality improvement using outcomes data, stakeholder feedback and benchmarking.
- Ensure quality assurance systems evaluate the effectiveness and impact of all aspects of provision.
- Oversee moderation, compliance and quality assurance processes across all hubs.
- Ensure programmes meet accreditation requirements and are prepared for inspection, review and reaccreditation.
- Lead trainee intervention and Cause for Concern processes.
- Oversee the quality of placements, partnership provision and mentor development.
- Ensure effective governance arrangements, reporting mechanisms and committee structures are maintained.
- Present strategic reports to governance boards and Trust leaders demonstrating impact, risk and priorities.

Curriculum Development and Delivery

- Ensure curricula remain aligned with ITTECF requirements and future national frameworks.
- Ensure programme design and delivery are informed by educational research and evidence-informed practice.
- Lead the design, implementation and review of curricula and training programmes.
- Promote innovation whilst maintaining fidelity to national requirements and quality standards.
- Oversee the quality and effectiveness of central, hub and partnership-based training provision.
- Work collaboratively with Teaching School Hub and professional development colleagues to ensure progression across the teacher development continuum.

Trainee Development and Assessment

- Ensure high-quality academic, professional and pastoral support systems are in place for trainees and mentors.
- Strengthening mentoring, coaching and professional development provision across partner schools.
- Monitor trainee engagement, wellbeing, progress and placement arrangements.
- Monitor assessment outcomes and progression trends to drive continuous improvement.
- Oversee assessment, moderation and quality assurance systems.
- Make recommendations regarding trainee outcomes, achievement of QTS and Assessment Board decisions.
- Commission and oversee the work of external examiners and moderators.

Leadership and People Management

- Promote a culture of professional learning, collaboration and continuous improvement.
- Lead workforce planning to ensure sufficient capacity, expertise and resilience.
- Recruit, develop, deploy and performance manage staff contributing to SCITT provision.
- Develop leadership capacity through coaching, mentoring, appraisal and succession planning.
- Ensure clear accountability for quality, compliance and outcomes across all aspects of provision.

Financial and Resource Management

- Lead financial planning and resource allocation to support long-term viability and growth.
- Ensure effective financial governance, risk management and value for money.
- Monitor budgets and financial performance, reporting risks and opportunities to governance groups and Trust leaders.

Communication and External Relations

- Develop and maintain effective relationships with Trust leaders, schools, universities, regulators and national organisations.
- Advocate for and promote National SCITTs through strategic engagement, partnership development and sector representation.
- Ensure effective communication systems support quality assurance, stakeholder engagement and organisational effectiveness.

Values, Equality, Inclusion and Safeguarding

- Promote and uphold the vision, values and strategic priorities of Chorus Trust.
- Champion equality, diversity and inclusion across all aspects of provision.
- Ensure safeguarding remains central to recruitment, training, assessment and placement management.
- Promote ethical leadership, integrity, transparency and accountability in all aspects of the role.

Support for the Trust

- Be aware of and comply with policies and procedures relating to child protection, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person.
- Work in a flexible way to respond to the needs of the trust and to fulfil other duties and responsibilities appropriate to the grade and role as and when required.
- Be aware of and support difference and ensure equal opportunities for all.

- Appreciate and support the role of other professionals.
- Attend and participate in relevant meetings as required.
- Contribute to the overall ethos/work/aims of the trust.
- Participate in relevant training, other learning activities and performance management as required.
- Team responsibilities: all staff are considered part of the overall trust team and may be required to provide assistance to colleagues in other areas from time to time commensurate with the role, skillset and grade.
- From time to time, to meet the needs of the trust, you may be asked but not expected to work hours additional to your normal working hours. The trust will give you as much notice as possible and you will be paid/recompensed for such work. Situations where this might be required are, for example: relevant key school events such as open evenings, exam results days, trips, clubs, training etc.

Changes to Duties

The above duties are not exhaustive, and the post holder may be required to undertake tasks, roles and responsibilities as may be reasonably assigned to them by the Executive Leadership Team.

The job description and allocation of particular responsibilities will be kept under review and may be amended via consultation with individuals, the governing body or board of trustees and/or senior leadership team as required. Trade union representation will be welcomed in any such discussions.

Person Specification

Job Title: Director of National SCITTs

REQUIREMENTS	Essential	Desirable	Assessment method A = application I = interview R = reference
Experience			
Considerable successful experience in senior leadership and management.	✓		A / I
Demonstrate a good understanding of social improvement, planning, and implementation with clear evidence of impact.	✓		A / I
Experience of partnership working with a wide range of stakeholders including MATs, Headteachers, Schools, LAs, and DfE.	✓		A / I
Successful and varied teaching experience in appropriate phase(s).	✓		A / I
Qualifications			
Qualified Teacher Status.	✓		A
Subject expertise in MFL, Math's, or Physics.		✓	A
Master's degree or equivalent post graduate qualification.		✓	A
Recent, relevant in-service training in current educational practice, including the leadership and management of teaching and learning.	✓		A / I
Knowledge and understanding of education and school systems locally and nationally.	✓		A / I
Knowledge and Skills			
Hold and articulate clear values and moral purpose, focused on providing a world-class education for the pupils in the region.	✓		A / I
Demonstrate optimistic personal behaviour, positive relationships and attitudes.	✓		A / I / R

Lead by example with integrity, impartiality, creativity, resilience, and clarity, drawing on their own expertise and skills, and of those around them.	✓		A / I
Sustain wide, current knowledge and understanding of education and school systems locally and nationally and pursue continuous personal development.	✓		A / I
Communicate effectively with people at all levels e.g. school staff, students, governors, and external partners.	✓		A / I
Work with political and financial astuteness, within a clear set of principles centered on the SCITT's vision, ably translating local and national policy into the context of the SCITT.	✓		A / I
To work to high professional standards, strategically and operationally.	✓		A / I
To manage the implementation of change effectively and sensitively.	✓		A / I
To understand and interpret complex data to inform effective decision making.	✓		A / I
To maintain a clear strategic financial overview of SCITT.	✓		A / I
To demonstrate a focus on innovation, creativity and a willingness to work in a context of resource generation and appropriate risk taking.	✓		A / I
To demonstrate a wide range of high-level communication skills including new technologies.	✓		A / I
To promote and foster positive SCITT/Trust relationships.	✓		A / I
To seek and maintain effective multi agency partnerships and collaboration.	✓		A / I
The Self Improving School System			
Develop effective relationships with fellow professionals and partnership colleagues to improve academic and social outcomes for all pupils.	✓		A / I

Challenge educational orthodoxies in the best interest of achieving excellence, harnessing the findings of well evidenced research to frame self-regulating and self-improving schools.	✓		A / I
Shape the current and future quality of the teaching profession through high-quality training a sustained professional development for all staff.	✓		A / I
Interpersonal Skills			
Demonstrate integrity, professionalism and a commitment to high standards.	✓		A / I
Commitment to the vision, values, and strategic priorities of Chorus Trust.	✓		A / I
Commitment to equality, diversity, inclusion, and safeguarding.	✓		A / I
Ability to inspire confidence, foster collaboration, and lead through influence.	✓		A / I
Outstanding communication and interpersonal skills.	✓		A / I
Ability to build productive relationships with schools, trusts, universities, and national organisations.	✓		A / I
Experience of presenting reports and recommendations to senior leaders, boards, or governance groups.	✓		A / I
Ability to influence, negotiate, and secure commitment from a range of stakeholders.	✓		A / I
Child protection			
A commitment to the responsibility of safeguarding and promoting the welfare of young people.	✓		I

National Specialist SCITTs

Chorus is home to the National Specialist SCITTs: school-centred initial teacher training programmes (SCITTs) which provide unique teacher training programmes that focus on subject-specific training.

Throughout the course, trainees learn directly from experts and professionals within their chosen subject area.

The programmes combine academic learning with practical experience in schools, along with specialist training from subject experts. This ensures you develop a strong understanding of teaching, are ready for classroom life, and become part of a community of subject-specific teaching community.



**National
Specialist
SCITTs**

EXCELLENCE IN SUBJECT-SPECIFIC TEACHER TRAINING

Our SCITTs

We currently offer two subject-specific teacher training programmes:

**National
Modern
Languages**



SCHOOL CENTRED INITIAL TEACHER TRAINING



**National
Mathematics
& Physics**

SCHOOL CENTRED INITIAL TEACHER TRAINING

Find out more at:

<https://www.nationalmodernlanguages.com/>

<https://nmapscitt.org.uk/>

Chorus Education Trust

We believe that every young person has the capacity to achieve beyond their expectations. As a multi-academy trust, we are committed to providing every child in our care with the best education we can in primary and secondary schools across South Yorkshire and Derbyshire. We also train and develop teachers to make sure our children have access to the very best educational thinking and practice.



As a Trust, we believe that every young person has the capacity to achieve beyond their expectations. Our mission is to work together to empower everyone to thrive and succeed. Our vision is that the Chorus community is cared for and supported to be the best they can be.

As part of the Chorus Trust Team, all staff have access to:



An ethos of being a **force for good**; of being part of a team that enables 'outstanding achievement for all'.



Competitive **pension schemes**: Teacher's Pension Scheme (teaching staff) and local government pension scheme (support staff).



A **collaborative environment** encouraging knowledge sharing and support.



Career progression opportunities within a growing, local trust.



Leading edge **training and development** through the South Yorkshire Teaching Hub.



Discounted **health schemes** through Westfield Health and Westfield Rewards Schemes, plus **free annual flu jabs** with Boots Corporate Health and **free eye tests** with Specsavers.



Term-time only contract postholders have the freedom of having **school holidays** off.



Support for **flexible working** arrangements.

You can read more about Chorus Trust at www.chorustrust.org.