



**Chief Executive Officer (CEO) Designate
of a future large and flourishing Catholic Multi-Academy Trust
and CEO of Lumen Christi Multi-Academy Company.**

Welcome

Thank you for your interest in the role of CEO Designate of a future large and flourishing Catholic Multi-Academy Trust (CMAT).

This new role will work with the Archdiocese to oversee the creation of a large Catholic Multi-Academy Trust of 54 schools across Solihull, South Birmingham and Worcestershire. This is a significant opportunity to have a lasting impact on Catholic education for approximately 19,000 pupils both now and into the future. The 54 schools will be made up of 37 existing academies welcoming a further 17 voluntary aided schools that will become academies for the first time. This new role includes responsibility as Accounting Officer and CEO for the existing Lumen Christi Multi-Academy Company pending the creation of the new CMAT.

We are looking for a committed and practising Catholic school leader with an exceptional track record. The successful candidate will possess the strong leadership skills and dynamism to manage the change required. They will have the confidence, people skills, including stakeholder management, to shape and lead our vision for the future. We hope the details we provide will encourage you to apply and we look forward to receiving your application if interested in this exciting and forward-thinking new post.

God bless

Steve Bell,
Director of Education, Diocesan Education Service

Stephen Graham, Chair,
Lumen Christi Multi-Academy Company



The vision for Catholic Education in the Archdiocese of Birmingham

The formation of a large Catholic Multi-Academy Trust makes real the vision of Archbishop Bernard Longley for the future of Catholic Education in the Archdiocese of Birmingham. That vision was clearly articulated in speeches delivered by the Archbishop and the Director of Education, Steve Bell, in July 2024, the recent formation of the St Gabriel the Archangel CMAT and the development of the St Raphael the Archangel CMAT.

The content of these speeches can be accessed via the Diocesan Education Service's website here: [Our Vision and Strategy](#).



About Lumen Christi

We are a Multi-Academy Company (MAC) of 9 schools in South Birmingham, formed in 2015, all working collaboratively to shape the future of Catholic education of over 3,100 children and young people. There is an established executive leadership team and all of the schools are operating successfully.

As a family of schools, our collective aim is to offer a rich and challenging Catholic curriculum to all our children and young people, for our schools to be places of excellence in formation, teaching, learning and leadership working together to enrich the learning experience of our young people.

We also aim to offer a wide range of continuing professional development and formation for our staff including career progression, attracting and developing new talent, with the ambition to grow the leaders of tomorrow.

The education our children and young people receive goes well beyond academics, we help them grow as people, think as individuals and enable them to flourish as they achieve their God-given talents. Our schools are inclusive spaces where the foundation of life-long learning is established for children of all faiths and none.



Lumen Christi Further Information



Number of schools

9



Number of staff

450



Number of pupils

3160



Number of local authorities

1



Number of inspections in the last four years

9 x Ofsted

8 x CSI



Percentage of Schools that are 'Good' or 'Outstanding' for Ofsted

100%



Percentage of Schools that are 'Good' or 'Outstanding' for CSI

100%

About the future

Lumen Christi Board is fully committed to the change programme to create the new CMAT under the appropriate executive leadership. We envisage that the new CMAT will be operational in September 2027 with the merger of [Emmaus](#), [Lumen Christi](#) and [Our Lady and All Saints](#) MACs, followed by the welcoming of the VA schools in 2028.

The CMAT will be governed by a newly formed Board of Directors at the appropriate time within the change programme. The successful candidate will initially report to the existing Lumen Christi Board while working with the Diocese to create the new CMAT and its operational structures. The reporting line for the Designate Leader will move to the new CMAT Board at the appropriate time.

Put simply, the successful candidate will have the personal faith, expertise, vision, emotional intelligence and determination to make a positive difference to the lives of everyone in their communities and be key to the transition of already established schools and academies to a strong a flourishing CMAT.



The new CMAT will share the **Diocesan mission statement** – the *why* of our Catholic education system. We start with the mission as our core driver in our actions, attitudes and strategies:

The Mission 2025/2026:



Our Flourishing Archdiocese

About the role

Full and detailed information about the specific role requirements can be found in the Job Description within this pack. The role will require a degree of flexibility to adapt to the emerging issues and needs of the new CMAT as operations come together.

We can offer:

- Dedicated and committed staff and school leaders working across our 9 academies (growing to 54)
- An experienced executive, central and school-based team across the 54 MACs and schools
- A supportive and challenging Board of Directors
- Supportive and strong working relationships with the Diocesan Education Service and the DfE
- An environment that strongly encourages CPD and formation
- A competitive remuneration package, reflecting the scale, complexity and significance of the role
- An opportunity for an informal and confidential discussion, in the first instance, with Steve Bell, Director of Education at the Diocesan Education Service at s.bell@bdes.org.uk or Stephen Graham, Chair of the Board of Directors at s.graham@lumenchristi.org.uk

Closing Date: Monday 16th March 2026

Interview Dates: Monday 23rd and Tuesday 24th March 2026

Candidate start date: 1st September 2026

For an application form and pre-employment documents please go to: <https://www.lumenchristi.org.uk/Lumen-Christi-Vacancies/>

Lumen Christi Catholic Multi Academy is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share this commitment. This post is subject to 2 satisfactory references, one being your latest employer/Head Teacher, (which will be requested prior to interview) an enhanced DBS check and prohibition check, online searches, medical, evidence of qualifications plus verification of the Right to Work (RTW) in the UK. This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

This post is covered by Part 7 of the Immigration Act (2016). Therefore, the ability to speak fluent and spoken English is an essential requirement for this role.





Job Description

Post Title: Chief Executive Officer

Salary: Competitive

Reporting Relationship: To the Board of Directors

Job Purpose: To provide dynamic and strategic leadership to the current Multi-Academy Company (MAC) and support and develop future growth including establishing a new Catholic Multi-Academy Trust (CMAT). To undertake the responsibility of the Accounting Officer.

Main Duties/Responsibilities

1. To promote the Catholic ethos and vision of the MAC and future CMAT, ensuring this aligns with the Diocesan ethos and vision, and be able to present it to a wide range of audiences.
2. Uphold the Catholic ethos of the MAC and future CMAT.
3. To follow, in line with the Articles of Association, Bishop's directives, diocesan protocols, Strong and flourishing CMAT framework and Bishop's Memorandum, all directions and guidance issued by the Archbishop or his appointed representatives.
4. Hold and articulate Catholic doctrine, values and moral purpose, focused on providing a world-class Catholic education for all children and young people.
5. To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures.
6. To be the strategic leader for the current MAC and to build and develop a resilient CMAT capable of meeting future opportunities and challenges.

7. To provide Christ-centred motivational, inspirational, inclusive leadership at all levels.
8. To hold line management responsibility for the current MAC and future CMAT Executive and Senior Leadership Teams.
9. Working with the Executive Leadership Team, plan, lead and manage the performance appraisal cycle of the staff within the context of a People Strategy that develops an inclusive and diverse workforce for the future. This includes the development of appropriate staffing structures to maintain resilience and high standards as well as the future supply of Catholic leaders.
10. To ensure compliance with the requirements of the Master Funding Agreement and Supplemental Funding Agreements for the MAC and future CMAT.
11. To ensure compliance with the relevant Scheme of Delegation.
12. To provide dynamic and strategic direction and leadership for teaching and learning in the MAC and future CMAT, delivered through the Executive and Senior Leadership Teams.
13. To be wholly accountable for all aspects of standards and governance across the MAC and future CMAT and act as principal adviser to the Board of Directors on all areas of provision across the MAC and future CMAT.
14. To be the Accounting Officer for the Lumen Christi MAC and future CMAT, personally responsible for the propriety and regularity of the public finances.





15. Be proactive in addressing the priorities of the MAC and future CMAT and take the lead on the strategic plan.
16. Be the main point of contact for the Archdiocese, Regions Director, DfE, local authorities, and other key bodies in respect of all aspects of the MAC and future CMAT.
17. Oversee the planning of the MAC and future CMAT budget and the deployment of resources across the Trust to ensure best value and solvency.
18. Hold line management responsibility for the Executive Leadership Team.
19. Act as an ambassador for developing partnerships and collaborations with other public sector organisations and stakeholders that promotes a positive profile of the MAC and future CMAT and enhanced offer for its pupils.
20. Take a leading strategic role in developing and delivering key plans and documents such as the MAC and future CMAT's long term strategic plan, evaluation against the framework, school self- evaluation and school improvement plans.
21. To lead the MAC and future CMAT in achieving excellence with a focus on continuous improvement and raising standards.

22. Be responsible for meeting the demands of changing legislation, new initiatives and changing practice.
23. Promote the status and the ethos of the MAC and future CMAT with all stakeholders.
24. Build and maintain strong and effective relationships with the Archdiocese, headteachers, parents, staff, pupils, directors, DfE, governors and parishes across the MAC and future CMAT.
25. Support the need for effective communication, both internal and external to the MAC and future CMAT, including liaising with the local and national media when necessary.
26. Ensure equality of opportunity for all.
27. The postholder must carry out their duties with full regard to the public sector equality duty in the terms of employment and service delivery to ensure that colleagues are treated, and services delivered, in a fair and consistent manner.
28. To comply with health and safety policy and systems, report any incidents/accidents/hazards and take a pro-active approach to health and safety matters in order to protect both yourself and others.
29. These duties are neither exclusive, nor exhaustive and the postholder will be required to undertake other duties and responsibilities which the Board of Directors may determine.

This is not a complete statement of all duties and responsibilities of this post. It contains only the facts necessary to rate this standard job at the resultant responsibility.

THIS POST REQUIRES AN ENHANCED DBS DISCLOSURE. THE SUCCESSFUL APPLICANT WILL BE SUBJECT TO RELEVANT VETTING AND SAFEGUARDING CHECKS BEFORE AN OFFER OF APPOINTMENT IS MADE. THE APPLICANT MAY ALSO BE SUBJECT TO RECHECKING AS APPROPRIATE.





Person Specification

Catholic Life and Mission/faith commitment

Essential:

- A practising Catholic servant leader who is committed to the Diocesan vision, Bishop's directives, protocols and the use of the framework
- Understanding of the distinctive nature of the flourishing, fully inclusive Catholic school, Catholic Multi-Academy Trust (CMAT) and Catholic education in forming Christ-centred pilgrims of hope
- Committed to the Catholic life and mission of the schools including through effective chaplaincy, and prayer and liturgy
- Understanding of the MAC's/CMAT's role in supporting a flourishing partnership with the parish and wider community and in promoting community cohesion

Desirable:

- Evidence of participation in the faith life of the community
- Experience as a CEO of a flourishing Catholic Multi-Academy trust
- Evidence of successful inclusion for all God's children and young people

Qualifications

Essential:

- Qualified to degree level

Desirable:

- Postgraduate/professional level qualification in educational leadership
- Catholic Certificate of Religious Studies or equivalent CEO development programmes
- Ofsted/CSI inspection training

Experience

Essential:

- Experience as an effective CEO or equivalent role
- Substantial, successful experience in leading a Multi-Academy Trust that is based on effective communication
- Demonstrable leadership skills of stamina, personal flexibility, resilience, integrity and self-awareness
- Evidence of enhancing the life chances of children and young people so they realise their potential
- A proven record of excellent relationships with staff and governance
- The ability to listen and act upon constructive feedback from stakeholders
- Teaching experience and senior school leadership in one or more schools

Desirable:

- Experience as an effective CEO in a flourishing Catholic Multi-Academy trust/company Extensive successful experience of primary and secondary education
- Development of a leadership style that is engaging, approachable, inclusive, motivating and adaptable to others

Professional Development

Essential:

- Evidence of continuing professional development and formation relating to MAT and school leadership, and curriculum/teaching and learning

Desirable:

- Evidence of continuing professional development and formation specifically relating to Catholic ethos, mission and religious education
- Experience of working with other MATs/schools/organisations/agencies
- Experience of leading/co-ordinating professional development and system leadership opportunities at scale
- Ability to identify own learning needs and to support others in identifying their learning needs





Strategic Leadership

Essential:

- Ability to articulate and share a vision of Catholic education within the context of the mission of the Archdiocese of Birmingham that is based on the principles of Catholic Social Teaching
- Evidence of having successfully translated vision into reality at MAT level through excellent relations with governance and school staff
- Evidence of successful strategies for planning, implementing, monitoring and evaluating MAT/school improvement through the effective use of data
- Ability to operate in a spirit of fraternity resulting in productive relationships with all stakeholders including directors, governing bodies and clergy that are built on trust and shared ownership
- Knowledge of what constitutes quality in educational provision for all pupils
Understanding of the importance and balance of solidarity and subsidiarity
Understanding of, and commitment to, promoting and safeguarding the welfare of pupils

Desirable:

- Knowledge of the role of governance in a Catholic context

High Quality and Inclusive Education

Essential:

- A secure understanding of the requirements of the National Curriculum and associated statutory requirements
- Committed to inclusion and wellbeing including for those children with SEND, the disadvantaged and the marginalised
- Successful experience in creating an effective learning environment and in developing and implementing policy and practice relating to behaviour management, wellbeing, mental health, attendance and inclusion
- Knowledge of a range of successful teaching and learning strategies to meet the needs of all pupils, especially those with SEND and the disadvantaged/marginalised

- Understanding of the importance of adaptive and responsive teaching resulting in teachers feeling confident to teach all pupils
- A secure understanding of assessment strategies and the use of assessment to inform the next stages of learning
- Experience of effective monitoring and evaluation of teaching and learning A track record of at least good outcomes for all pupils

Desirable:

- A secure understanding of the requirements of the religious education directory
- Understanding of successful teaching and learning in religious education across the key stages
- Evidence of collaboration with other schools, MATs, local authorities, parishes, deaneries and dioceses

Catholic Workforce/School Improvement

Essential:

- Evidence of leading an organisation in which people feel they belong and are supported
- Ability to delegate work and support colleagues in undertaking responsibilities
Understanding of the importance of fostering a supportive working environment by managing staff workload, prioritising wellbeing and taking action to support all staff
Successful involvement in staff recruitment/induction
- Experience of performance management and supporting the continuing professional development and formation of colleagues
- Committed to monitoring workload, wellbeing and staff formation and professional development

Desirable:

- Evidence of leading a flourishing culture of continuous improvement through a codified model of school improvement
- Experience of establishing a culture that values innovation, creativity, openness and trust.





- Demonstrable skills in conducting research to inform evidence based decision making
- Evidence of promoting, forming, collaborating, and supporting staff to build an Apostolic Core
- Evidence of strategies being informed by a secure understanding of the views/needs of pupils/parents/carers/staff, parishes and the wider community
- Involvement in the Golden Thread programmes for staff development
- Evidence of leading a knowledge-building organisation

Finance and Operations

Essential:

- Evidence of the effective use of finances and resources to enable a MAT to achieve its mission and educational priorities
- Evidence of budget planning and resource deployment in order to achieve an ethical, effective and efficient use of resources Evidence of the successful use of financial data and intelligence in overseeing a stable, accurate and sustainable long-term financial strategy
- Evidence of a clear approach to delivering value for money through effective budgeting and risk management
- Understanding of the importance of a capital strategy, which includes the buildings, digital infrastructure and technology
- Evidence of the successful implementation of policies and robust processes to minimise risk of fraud, data breaches and financial mismanagement

Desirable:

- Evidence of successful strategies to ensure all pupils move from a Catholic primary to a Catholic secondary school

Terms and Conditions of Employment

Catholic Ethos: In carrying out your duties you shall have regard to the Catholic nature of your employment, and you shall not do anything in connection with your employment that is in any way contrary or prejudicial to Catholic principles of morality or practice or which might bring either the Catholic Church in general, or the Diocese, or the MAC/CMAT, into disrepute.

Salary Grade: Salary and holiday entitlement are negotiable reflecting the scale, complexity and significance of the role

Place of work: Visibility is central to this role. Therefore, you will be required to work in the central team office and visit schools as required as well as having the flexibility to ensure that the role is carried out effectively.

Working Hours: You will be expected to work the hours to meet the demands of the post. It is recognised there will be fluctuations with this work especially during school term time.

Holidays: Your holiday entitlement will be negotiated. Any holidays must be taken during school holiday periods.

Payment: Staff are paid monthly in arrears by credit transfer. There will be an annual review of salary linked to performance. The annual review will be undertaken in line with the requirements in the Academy Trust Handbook and the MAC Remuneration Policy.

Notice: Your notice period will be 12 months.

Pension: You will be automatically enrolled on either the Local Government Pension scheme or the Teachers' Pension Scheme depending on your current pension plan.

General: The successful candidate will be required to complete a medical form. The successful candidate will be required to provide proof of eligibility to work in Great Britain in accordance with the Asylum and Immigration Act 1996, before employment may commence. An enhanced disclosure from the Disclosure and Barring Service will be requested in the event of a successful application.





Statement on Equal Opportunities in Employment

Lumen Christi is committed to ensuring that matters concerning appointments, including promotions, are dealt with in a fair and just manner.

The panel believe that the principle of equal opportunity in selection is consistent with social justice and good personnel practice. This is in keeping with our Catholic aim to recognise the dignity and worth of all who work or apply to work in our organisations.

Our selection processes aim to select the best applicant assessed against the criteria for the post. We are subject to the law of the land and acknowledge our commitment to conducting our affairs in accordance with the law.

The Catholic community maintains schools which have, as part of their character, a duty to provide religious education and a requirement that those schools be conducted in accordance with the rites, practices and traditions of the Roman Catholic faith.

Safeguarding Statement

Lumen Christi is committed to safeguarding and promoting the welfare of children and young people along with staff and volunteers who support the provision of flourishing Catholic education in our schools. This post holder will be subject to a satisfactory Enhanced Disclosure and Barring Service check, confirming that they are not on the children's barred list, which lists individuals who are not allowed to work with children. This check will also include confirmation that you are not prohibited or restricted from taking part in the management of an education setting including schools, academies, and free schools (known as a Section 128 check).

All relevant vetting checks will be undertaken before an offer of appointment is made. Lumen Christi reserve the right to conduct additional checks as appropriate.

Equality Act 2010 – Reasonable Adjustments Statement

We understand that some disabled applicants may, due to the nature of their disability, find some parts of the recruitment process challenging. We aim to ensure that all applicants are provided with the same opportunities during the recruitment process, and, to that end, we strive to comply with the duties placed upon us to make reasonable adjustments as prescribed by the Equality Act 2010.

Should you have a disability and require a particular adjustment to be made to allow you to fully participate in the recruitment process, please ensure that this is made known to the person identified in the Invitation to Interview Letter when confirming your availability to attend interview. Our duty to make reasonable adjustments only applies where we know about, or ought reasonably to know about, your disability so it is important that you provide this information to us (details for the relevant person to contact will be provided in your Invitation to Interview Letter).

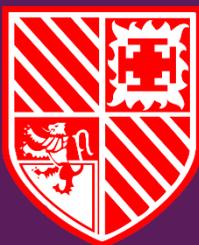
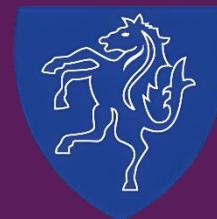
Below is a non-exhaustive list of some of the types of adjustments that we may make to ensure that the recruitment process is fair to all applicants, if it is reasonable to do so in all the circumstances:

- Modification to Documentation – this may include providing documents in large print, in Braille format or in audio format and/or providing oral instruction on documentation for those applicants with a learning disability.
- Modification of procedures for testing and/or assessment – this may include allowing an applicant to provide oral answers as opposed to written where the applicant has, for example, a disability which affects their manual dexterity. Conversely, an oral test may be completed in writing where the applicant has a disability which affects their speech.
- Provision of a Reader for a visually impaired applicant.
- Provision of Auxiliary Aids – for example, a person to guide a visually impaired applicant around the interview venue.
- Provision of special equipment – for example, adapted keyboards for applicants whose disability may affect their manual dexterity and/or large screen computers for applicants with visual impairments.
- Provision of a Sign Language Interpreter for an applicant with a hearing impairment.
- Provision of vehicle parking as proximate to the interview venue as reasonably practicable for an applicant with a mobility impairment.
- Modification of interview premises – for example, in order to ensure that an applicant who uses a wheelchair can gain access to the building where the interview is being held, the school/academy /college may consider using ramps, holding interviews on the ground floor (if there is no adequate lift), considering the placement of furniture and rearranging if necessary etc.

Our Schools

Our family of schools include: 1 Secondary School and 8 Primary Schools

To find out more, please visit: <https://www.lumenchristi.org.uk/>





Lumen Christi

CATHOLIC MULTI ACADEMY