



The CAM Academy Trust

Director of Education (Secondary)

Candidate information pack

WELCOME

Thank you for your interest in joining The CAM Academy Trust. It's a great time to join us, as we enter an exciting phase of development and look to the future.

I feel highly privileged to lead our trust at this time. Our five-year strategy – CAM30 – sets out our roadmap to becoming a truly exceptional family of schools.



We are a values-driven trust – our six principles underpin all that we do – and we're committed to excellence. As a teacher myself, and someone who has benefited hugely from a great education, I absolutely believe in the transformational power of what we do in schools. This is particularly important for our most vulnerable young people, those who could become marginalised and not reach their potential due to their background or learning needs. It is up to us to make sure that doesn't happen.

Vibrant learning communities are built when pupils of all abilities and backgrounds thrive together, and a truly excellent education enables choice and agency for all children. This is at the heart of our comprehensive principle.

We want people on our team who are excited by the prospect of having a deep and lasting impact on the lives of young people. We want people who are honest, curious, intellectually rigorous and committed to the challenges and opportunities of innovation and collaboration. We also want people who are committed to contributing to the wider education system.

As Chief Executive, I am committed to raising standards for young people, in a sustainable way through a strong MAT operating model and an insistence on excellence whilst understanding that schools need to retain their unique identity so they can be at the heart of their communities. I also know that investing in all our people is critical to success. It is our leaders, teachers and school staff that make the difference for children every day.

Join our team and we will work together to deliver 'ambition and opportunity for all', enabling all pupils and staff to thrive and be successful. If this excites you; we want to hear from you!

Claire Heald

ABOUT US

CAM has a clear mission - to be a family of schools, working with our communities to achieve success all-round, all-through for all

Our schools

The CAM Academy is made up of twelve primary schools and five secondary schools, four of which include sixth forms. Our schools are located across Cambridgeshire and Bedfordshire.

In January 2026, ACES Academies Trust - a Huntingdon-based multi-academy trust - merged with CAM, bringing five additional schools to our family.

All of our primary schools have pupils that transition to a trust secondary school, giving us a rare opportunity to leverage the potential of 'all-through' provision.

Initial teacher training

We have our own SCITT programme (CTSN) which is very much grounded in the life of the trust and our local school and region. We routinely train over a 100 new teachers each year, and work in partnership with other regional MATs and organisations to contribute to our local training and development offer.

Maths Hub

The Cam Academy Trust is proud to be the base for the [Cambridge Maths Hub](#) which is promoting excellence in maths teaching across Cambridgeshire, Peterborough, West Suffolk, King's Lynn and West Norfolk.

The Cambridge Maths Hub offers free, high-quality professional development to Maths teachers across the Hub area.

The Cabins

Four of our schools have enhanced resource bases. The Cabins work in close partnership with schools to provide autistic students with an opportunity to be educated in mainstream settings.



OUR SECONDARY SCHOOLS

Cambourne Village College

Location: Cambourne, Cambridgeshire

Age range: 11-18

NOR: 1630

Ofsted: Full profile of **outstanding** grades

Comberton Village College

Location: Comberton, Cambridgeshire

Age range: 11-18

NOR: 1980

Ofsted: Full profile of **outstanding** grades

Hinchingsbrooke School

Location: Huntingdon

Age range: 11-18

NOR: 2100

Ofsted: **Good**

Melbourn Village College

Location: Royston

Age range: 11-16

NOR: 550

Ofsted: **Good** for behaviour and attitudes,
other judgments **requires improvement**

St Peters School

Location: Huntingdon

Age range: 11-18

NOR: 1520

Ofsted: **Good**

THE OPPORTUNITY

Role:	Director of Education (Secondary)
Location:	Trust office at Cambourne Village College, with frequent travel to secondary schools across the Trust; some remote working will be possible
Reports to:	Chief Education Officer
Salary Scale:	Competitive salary, commensurate with experience
Contract:	Full time (52-week contract with annual leave allowance)

We are seeking a driven and committed Director of Education to join our trust executive team and lead school improvement across our secondary phase. This is a rare and exciting opportunity for an experienced, values driven leader who refuses to compromise on standards and is relentless in their pursuit of excellence for every pupil.

We are looking for someone who embodies high expectations, deep educational expertise, and the moral courage to challenge underperformance while celebrating strong practice and success. The successful candidate will play a key strategic role in shaping the future of our secondary schools and ensuring that every school in our Trust delivers an excellent education for their young people.

This role is perfect for you if:

- You have a strong track record of leadership and school improvement
- You are passionate about educational equity and driven to achieve exceptional outcomes, particularly for disadvantaged pupils
- You possess a clear vision for excellence and the ability to inspire others to share that vision.
- You are a champion of high standards and believe in the power of excellent behaviour and personal development, great teaching, and a rich, ambitious curriculum.
- You have deep expertise in how to secure the highest curriculum standards and excellent teaching

This will be a deeply rewarding position where you will develop a culture of excellence that empowers both pupils and staff and has the potential for regional and system impact. We are a collaborative and system generous trust. We actively seek to work in meaningful partnership with others. This creates opportunities for our leaders.

We are committed to the professional development of our leaders and have a strong Trust offer for CPD.

HOW TO APPLY

Pre-application discussions are welcomed and encouraged. If you would like to find out more about this position, or to arrange a visit, please contact our recruitment team on recruitment@catrust.co.uk.

To apply for this position, please submit your completed application form with supporting statement on My New Term

Your supporting statement should demonstrate both how your career to date has prepared you for this post, and also how you would approach the role. Please keep this to no more than two sides of A4.

Applications will only be accepted from applicants completing the application form in full.

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience meet the person specification and requirements of the job description.

We reserve the right to interview and appoint prior to the advert closing date. With this in mind, we encourage you to apply as soon as possible.

If you have any questions or queries about this role, please contact recruitment@catrust.co.uk.

Closing date: 23 February 2026 at 10:00am
Interview date: week commencing 2 March 2026

The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and a pre-employment medical questionnaire.



JOB DESCRIPTION

Job Title:	Director of Education (Secondary)
Location:	Trust office, Cambourne Village College, with frequent travel to schools across the Trust; some remote working will be possible
Reports to:	Chief Education Officer
Salary Scale:	Competitive salary, reflecting the experience of the candidate
Contract:	Full time (52-week contract with annual leave allowance)

Purpose of the role

The Director of Education (Secondary) will provide strategic leadership across all secondary schools within the Trust. The role has accountability for standards of secondary education, while also contributing to and leading trust-wide strategic initiatives. The post-holder will be key in delivering the Trust's strategic vision and be a member of the Trust Leadership team.

The CAM Academy Trust is a values-driven group of schools that believes firmly in the principle of excellence for all young people. We are committed to the highest standards, inclusive practice and strong safeguarding cultures across our schools.

The **primary aims** of the post are:

- With the CEO and trust leadership team, to lead and drive the trust strategy
- To ensure strong outcomes for all secondary pupils and consistently high standards across all secondary schools
- To provide high-quality line management, support and challenge to secondary principals and key central Trust roles as required
- To take a leading role in delivering a highly effective Trust school improvement model, with particular accountability for secondary schools
- To provide strong leadership that drives and enables effective collaboration between schools
- To ensure strong safeguarding and regulatory compliance across secondary schools

As a member of the Trust Leadership team, the Director will contribute actively to the vision, mission, ambition and strategy of the Trust as a whole. The role requires flexibility, adaptability and the ability to travel regularly across Trust schools.

Organisational relationships

- Responsible to the Chief Education Officer
- Line management of secondary principals
- Direct liaison with a range of stakeholders including local advisory boards
- Working as part of a Trust leadership team and reporting to the Trust Board

Six core principles

At the heart of our work lie the six core principles of The CAM Academy Trust. These drive everything that we do.



EXCELLENCE

We insist on the very best. This means setting out a clear entitlement to excellence for all our young people. For us, excellence comes from the highest standards of curriculum, teaching and pupil support. We adopt a mindset that keeps us striving for better.



COMPREHENSIVE EDUCATION

We are proud to educate pupils of all abilities, backgrounds and needs. Inclusive schools are vibrant communities, that are richer for their diversity. We value fairness and social equity.



BROAD EDUCATION

Our pupil entitlement offers more than just academic success. A broad education develops confidence, creativity and character. The wider experiences and opportunities offered in our schools mean that our pupils have more choice and agency.



COMMUNITY

We prioritise our civic duty. Our schools are at the heart of their local communities. We draw on the best that our local area has to offer and work with community leaders to help our schools thrive.



PARTNERSHIP

Together we achieve more than we can alone. We deeply value the partnerships we have with our families. CAM plays an active role in our communities, our region and the wider education system. We share, and build connections to help make the system better.



INTERNATIONAL

We think beyond borders; we value diversity. We prepare pupils to thrive in a global society, promoting cultural understanding and awareness of the wider world.

Our Long-term trust strategy



MISSION

To be a family of schools, working with our communities to achieve success all-round, all-through for all



CAM30 GOALS

The marks of our success



PILLARS OF OUR STRATEGY

What we'll do and how we'll do it

A PUPIL ENTITLEMENT

A PEOPLE ENTITLEMENT

STABLE CORE,
DISRUPTIVE EDGE MINDSET

ENABLING FUNCTIONS

- Operating model
- School improvement model
- Governance
- Finance and estates
- Communication
- Digital and tech

Job description

Area	Responsibilities
School improvement	<ul style="list-style-type: none"> • Secure rapid and sustainable improvement across secondary schools in the Trust • Lead the delivery of a highly effective Trust school improvement model • Actively support high-quality teacher, middle leader and senior leader development • Ensure sustained improvement in the quality of education, evidenced through: <ul style="list-style-type: none"> ○ Inspection outcomes ○ Pupil achievement and destinations ○ Wider standards of excellence, as demonstrated through Trust quality assurance, surveys and review processes • Work with principals and Trust leaders to ensure consistency in teaching, learning and assessment across secondary schools • Use data, evaluation and insight effectively to drive improvement and inform decision-making • Support and monitor robust strategic and action planning processes in schools • Provide targeted, high-impact support to priority and vulnerable schools • Take an active role in securing excellent teaching through coaching, modelling and evidence-informed practice • Achieve agreed performance targets set through annual target-setting processes • Contribute to wider Trust performance metrics, including effectiveness of strategy delivery and school improvement impact • Work with principals and leaders to ensure strong curriculum design, implementation and impact, aligned with Trust frameworks and principles • Support schools in maintaining high standards of behaviour, attendance, inclusion and pupil wellbeing • Leveraging the potential of 'all-through' given the structures and school relationships in our trust.
Strategic leadership	<ul style="list-style-type: none"> • Contribute to Trust-level strategic planning and long-term development • Take a lead role in delivering Trust strategy, aims and vision, particularly in relation to secondary education, but also more widely. • Lead and facilitate effective secondary networks and meetings, including secondary principals' meetings, in line with agreed trust terms of reference • Lead consistently in line with the Trust's six core principles • Provide inspirational and effective leadership that promotes high performance • Take professional ownership of agreed remits, including strong project management and delivery • Commit to ongoing personal and professional development
Line management	<ul style="list-style-type: none"> • Provide effective line management of secondary principals (or headteachers/heads of school) • Line manage central Trust leaders and staff as agreed • Offer regular, high-quality support and challenge to senior leaders • Maintain accurate and effective records of line management meetings and actions

	<ul style="list-style-type: none"> • Ensure performance management/appraisal processes are delivered with rigour and impact • Coach leaders to strengthen accountability, leadership capacity and professional growth • Lead in line with appropriate pay, conditions and employment policies and frameworks
Safeguarding and Compliance	<ul style="list-style-type: none"> • Support school leaders in managing critical incidents and safeguarding concerns • Undertake regular monitoring and assurance activities in line with the Trust safeguarding assurance framework • Ensure safeguarding practice across secondary schools is robust, compliant and continuously improving
Governance	<ul style="list-style-type: none"> • Work proactively with Local Advisory Boards (LABs) to enable effective governance, attending meetings as agreed • Support principals in building and sustaining strong, professional relationships with LABs • Provide timely, accurate and relevant reports to the executive team and Trust Board • Actively promote next-gen governance • Work within our agreed scheme of delegation
Advocacy and influence	<ul style="list-style-type: none"> • Act as an advocate and ambassador for the Trust at local, regional and national level • Build and maintain strong relationships with the DfE, local authorities and key partners • Secure the confidence and commitment of parents, carers and the wider community • Actively promote the Trust's commitment to partnership and community engagement • Challenge, motivate and empower others to achieve ambitious outcomes • Support Trust growth and development, including leading or supporting the onboarding of secondary schools

Person specification

ESSENTIAL CRITERIA	DESIRABLE CRITERIA
Qualifications and Experience	
Honours degree	Master's degree or equivalent in a relevant discipline
Qualified Teacher Status (QTS)	NPQH and/or NPQEL
Experience of secondary headship	Experience of trust level or executive leadership
Successful experience of managing change within a Trust or multi-school leadership context	Experience of working with other organisations or external agencies e.g, LA, DfE, Ofsted
Track record of high-performance, at school or trust level	
Experience of working across more than one school, with evidence of impact	
Evidence of successfully implementing whole-school and or Trust-wide improvement strategies	
Experience of leading or coordinating networks and/or professional development opportunities	
Experience of working in and leading high-performing staff teams	
Experience of improving standards of curriculum, teaching and outcomes in a whole school or trust context	
Knowledge and expertise	
Strong knowledge of what constitutes high-quality education and characteristics of excellent schools	
Deep expertise in curriculum theory and design, including research and evidence base	
Knowledge of evidence informed approaches to teaching and assessment	
Knowledge of the characteristics and delivery of excellent SEND provision and support	
Expertise in data analysis and making data driven decisions	
Expertise in high impact strategic planning, including monitoring and review	

Strategic leadership	
<p>Ability to articulate and deliver the Trust's vision</p> <p>Ability to inspire and motivate staff, students, parents and Trustees to achieve ambitious outcomes</p> <p>Evidence of successful and high impact strategy delivery</p> <p>Understanding of effective budget planning and resource deployment</p>	
Professional and personal attributes	
<p>A 'stable core disruptive edge' mindset</p> <p>Evidence of commitment to own continuing professional development and the development of others</p> <p>A team player, who is comfortable with constructive disagreement and debate</p> <p>Ability to work effectively under pressure, prioritise competing demands and manage time effectively (including the work of others)</p> <p>Ability to build and maintain strong relationships with a wide range of stakeholders</p> <p>Ability to delegate appropriately and hold others to account</p> <p>Excellent communication, presentation and negotiation skills</p> <p>Commitment to maintaining confidentiality at all times</p>	
General responsibilities for all staff	
<p>Clear understanding of, and commitment to, safeguarding and student welfare</p> <p>Personal integrity and commitment to the principles of public life</p> <p>Commitment to the six core principles of the CAM Academy Trust, including a strong commitment to inclusion</p>	

BENEFITS

We offer the following benefits, designed to promote your wellbeing and make your time with The Cam Academy Trust satisfying and rewarding.

Core benefits

- Paid leave – enhanced sick pay, maternity pay, and adoption leave pay (linked to service) and paid leave for unforeseen personal situations.
- Pension – a generous pension scheme.
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme).

Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work related issues, as well as problems affecting your home life.
- Environment – good working environment with excellent facilities.

Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff.

Employee discounts

- Car parking – free and on-site.
- Hot drinks – tea & coffee making facilities provided.
- Cycle-to-work scheme – save £££ on a new bike and accessories.
- Subsidised gym membership at Comberton Sports and Arts.

Work-life balance

- Flexible working – all staff can make a request to work flexibly.



The CAM Academy Trust

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