

# Director of Education



**Job Title:** Director of Education

**Salary:** Competitive, dependent upon experience

**Responsible to:** Chief Executive Officer

**Location:** Trust-wide

## **Purpose of the Role**

The Director of Education provides senior educational leadership across all Tenacitas Trust schools. The role ensures that every school delivers high quality teaching, strong behaviour and culture, effective safeguarding and a curriculum that reflects the trust's standards and values.

The Director of Education leads school improvement, line manages headteachers, builds leadership capacity and ensures that trust frameworks are consistently implemented. The role carries responsibility for teaching quality, curriculum, inclusion, SEND oversight, risk management, trust-wide CPD, teacher development, leadership development, coaching frameworks, ECT induction and teacher training partnerships.

The Director of Education upholds the trust's values of Nurture Potential, Unite Community, Empower Success and Champion Tenacity, and demonstrates disciplined judgement, calm leadership, political neutrality and unwavering professional integrity.

## **Key Responsibilities**

### **Educational Leadership and Strategic Direction**

- Provide educational leadership across all trust schools.
- Set direction for curriculum, teaching, behaviour and culture.
- Ensure all schools align with the trust's strategic plan and quality expectations.
- Support the CEO with long-term educational planning and trust-wide development.
- Ensure trust quality descriptors are understood, embedded and enacted.
- Maintain a consistent, evidence-informed approach to teaching and learning.
- Work closely with the CFO and Operations team to ensure that educational priorities are supported by sustainable financial and operational planning.

### **Line Management of Educational Leaders**

- Line manage leaders and headteachers across the trust.
- Hold leaders to account for standards, behaviour, culture, safeguarding and curriculum implementation.
- Ensure clarity of expectations and professional consistency.
- Coach headteachers and build leadership capability.
- Maintain a steady, professional and values-led relationship with all leaders.
- Ensure trust frameworks are followed without exception.
- Escalate strategic matters to the CEO where appropriate.

### **School Improvement and Quality Assurance**

- Lead school improvement across the trust, ensuring strong outcomes for all pupils.
- Identify strengths, risks and priority areas for development.
- Oversee and align with the work of the Trust School Improvement Partners.
- Deploy internal and external support to meet trust priorities.
- Lead robust and consistent quality assurance cycles.

- Ensure reliable assessment, moderation and tracking systems support improvement.
- Uphold high expectations of behaviour and culture in all schools.
- Lead the calibration, quality assurance and annual review of the trust's QA framework, ensuring evidence is accurate, consistent and used to determine levels of support.

### **Teacher Development, CPD and Professional Learning**

- Lead the trust's strategic approach to teacher development and professional learning.
- Oversee teacher training partnerships, including ITT, SCITT and PGCE links.
- Provide oversight and quality assurance for ECT induction across the trust.
- Design and lead a coherent trust-wide CPD strategy.
- Ensure professional learning strengthens curriculum, teaching and leadership.
- Oversee leadership development pathways for staff at all levels.
- Support the implementation of a trust-wide coaching model.
- Coordinate trust-wide professional development days and collaborative networks.
- Build a professional development culture that supports retention, growth and succession planning.

### **Inclusion, Safeguarding and SEND Oversight**

- Ensure safeguarding practices are strong and consistently implemented.
- Oversee inclusion and SEND provision across all schools.
- Work with leaders to ensure early identification and targeted support for pupils with additional needs.
- Ensure statutory responsibilities relating to SEND and safeguarding are fully met.
- Promote a culture where all pupils are valued and can thrive.

### **Leadership Development and Workforce Culture**

- Ensure professional conduct, clarity and consistency across all schools.
- Support headteachers to build strong, positive and disciplined staff cultures.
- Ensure leaders protect staff workload through clarity of expectations.
- Contribute to the trust's People Strategy and workforce development plans.
- Identify future leaders and support succession planning for key roles.
- Uphold the trust's values and Leadership Charter.

### **Trust Collaboration and System Leadership**

- Lead educational collaboration across the trust.
- Support schools joining the trust and lead their educational integration.
- Lead the educational due diligence for schools seeking to join the trust, providing clear assessment of standards, safeguarding, culture, curriculum, leadership capacity and likely improvement needs.
- Strengthen professional networks and partnerships.
- Represent the trust positively within the wider educational system.
- Always maintain impartiality and neutrality.

### **Governance and Accountability**

- Provide accurate and timely reporting to the CEO, Trust Board and committees.
- Ensure governors and trustees receive reliable insight into school performance.
- Ensure accountability processes are fair, consistent and focused on improvement.
- Respect and enact final decisions from the CEO and Trust Board.

## **Person Specification**

The Director of Education will be an experienced and values-led senior leader with a strong record of improving standards, strengthening culture and holding leaders to account. They will bring deep knowledge of curriculum, teaching, assessment, inclusion and safeguarding, combined with disciplined communication, strategic judgement and the ability to manage complex priorities across multiple schools. They will demonstrate neutrality, emotional steadiness, professional integrity and the ability to enact CEO and Trust Board decisions with clarity and consistency. The role requires someone who is collaborative, warm and collegiate, but also confident, fair and exacting in their expectations. They will be a visible ambassador for the trust, committed to professional growth, and able to contribute to wider leadership networks as Tenacitas Trust continues to grow.

## **Safeguarding and Compliance**

Tenacitas Trust is committed to safeguarding and promoting the welfare of children and requires all staff to share this commitment. The Director of Education must always uphold this commitment.

The appointment is subject to an enhanced DBS check, barred list check and online search.

## **Additional Information**

This job description is not exhaustive and sets out the general duties of the role and may be reviewed as the trust grows. Responsibilities may be amended in consultation with the postholder to reflect the needs of the trust and the professional development of the individual.

## DIRECTOR OF EDUCATION PERSON SPECIFICATION

Criterion	Essential	Desirable
<b>Qualifications and Training</b>		
Qualified Teacher Status	✓	
Evidence of ongoing professional learning	✓	
Leadership qualification (NPQH, NPQEL or similar)		✓
Contribution to regional or national leadership networks		✓
<b>Experience</b>		
Strong senior leadership experience (Headteacher, Executive Leader or equivalent)	✓	
Proven record of raising standards and improving culture	✓	
Experience holding leaders to account	✓	
Experience of safeguarding oversight and statutory compliance	✓	
Experience understanding financial and operational implications of educational decisions	✓	
Experience across a multi-academy trust		✓
Experience leading rapid school improvement		✓
Experience leading or overseeing teacher training, ECT induction or trust-wide CPD		✓
<b>Knowledge and Understanding</b>		
Deep knowledge of curriculum, teaching and assessment	✓	
Understanding of SEND, inclusion, behaviour and attendance	✓	
Strong understanding of educational statutory requirements	✓	
Understanding of quality assurance systems and educational risk	✓	
Understanding of local context (Essex and Southend)		✓
<b>Skills and Abilities</b>		
Ability to implement CEO and Trust Board decisions consistently and professionally	✓	
Clear, disciplined communication	✓	
Accurate data analysis and strategic judgement	✓	
Ability to hold leaders to account with confidence and fairness	✓	
Ability to work collaboratively with warmth and professionalism	✓	
Ability to manage complex priorities across multiple schools	✓	
Ability to represent the trust externally when required		✓
<b>Personal Qualities and Leadership Style</b>		
Adopt a neutral and professionally impartial position	✓	
Emotionally steady, calm and dependable	✓	
Aligned to trust direction and able to enact decisions with clarity	✓	
High professional integrity and moral purpose	✓	
Warm, collegiate and positive to work with	✓	
Visible ambassador for the trust		✓