

Welcome from the Co-Chief Executive Officers

CHIEF PEOPLE OFFICER RECRUITMENT

Dear Applicant,

Thank you for your interest in becoming Chief People Officer at Compass Eko Trust.

We regard this as one of the most important appointments we will make.

The People function has played an important role in the development of Compass Eko and has been a key workstream before and during and since the merger. Our current Chief People Officer is retiring, having made a significant contribution to this work and to the Trust more widely. She will leave the role with strong foundations in place for her successor.

The quality of an organisation is shaped not only by its strategy and structures, but by the experience, capability and confidence of its people. As our Chief People Officer, you will have a significant influence on how Compass Eko develops as a Trust and on the conditions we create for colleagues across our schools and our central team to succeed.

We are looking for an executive colleague who will bring expertise, judgement and constructive challenge to our Executive Team and our wider decision-making. You will help us address complex workforce issues, but also look beyond the immediate, anticipating what the Trust will need from its people, leadership and culture in the years ahead.

Central to this role is building the culture of belonging that sits at the heart of our strategy. Belonging is more than a values statement for us: it is the cultural foundation that makes everything else possible, and in particular our equity work. We need a CPO who understands that when people feel they genuinely belong to and organisation they trust and believe in, collective ambition becomes possible. You will help us make that real, for every member of staff, in every school, across every part of the Trust.

Equally important to both of us is leadership: how we grow it and develop, how we sustain it and how we ensure good leadership at every level of the organisation. We want a CPO who will help us develop a genuine pipeline of future leaders, not only at head and executive level, but among Teaching Assistants and support staff. Succession is not an afterthought here; it is a strategic priority, and this role is central to delivering it.

This role will require someone who can hold a clear strategic position while remaining attentive to the practical impact of decisions on individuals, teams and schools. We will value a colleague who is prepared to give honest advice, who can navigate disagreement well and who builds confidence through clarity, fairness and follow-through.

You will be joining an ambitious executive team with a strong sense of collective responsibility. As an active partner in shaping the organisation, the Chief People Officer will help define what it feels like to work within Compass Eko, how effectively our people are supported to deliver for the children, young people and communities we serve, and how confidently the next generation of leaders steps forward.

We hope the opportunity described in the recruitment materials excites you, and we look forward to receiving your application.

Best wishes,

John Camp, OBE
Co-Chief Executive Officer

Rebekah Iiyambo, OBE
Co-Chief Executive Officer

A message from the Chief Operating Officer

CHIEF PEOPLE OFFICER RECRUITMENT

Dear Applicant,

Thank you for considering the role of Chief People Officer at Compass Eko Trust.

As the line manager for this post, I am looking for much more than an experienced HR leader. I am looking for an executive colleague who will take genuine ownership of the Trust's people agenda, bring independent professional judgement and work alongside me to strengthen the organisation as a whole.

This is a role with significant autonomy and influence. The Chief People Officer will need to move confidently between long-term strategy and immediate operational realities. At times, that will mean shaping complex organisational change or addressing significant workforce risk. At others, it will mean ensuring that the fundamentals are consistently strong, that leaders receive clear and credible advice, and that agreed decisions are implemented well across a large and diverse Trust.

The relationship between the Chief People Officer and the Chief Operating Officer will be open and appropriately challenging. I will expect the successful candidate to raise concerns early, test assumptions and provide clear recommendations, including where the right course of action may be difficult. In return, they will have my support to lead their function, exercise professional authority and make a substantial contribution to executive decision-making and input into the wider Business Team

An important early priority will be to continue building a coherent People function following the merger. This is about harmonising policies and processes and establishing an approach that colleagues trust, that leaders can use effectively, and that supports consistency without losing sight of the different contexts of our schools.

The successful candidate will inherit committed colleagues and strong foundations, but there is also significant work ahead. They will need to prioritise carefully, build capability through others and ensure that the People function is both strategically influential and operationally dependable.

I hope the recruitment materials give you a clear sense of the scope and importance of the opportunity. I would particularly welcome applications from people who are excited by the prospect of helping to shape a developing organisation, rather than simply maintaining an established model.

I look forward to meeting shortlisted candidates and exploring what you could bring to Compass Eko Trust.

Best wishes,

Kate Jarrett-Shorter
Chief Operating Officer