



CHIEF EXECUTIVE OFFICER RECRUITMENT PACK

MARCH 2026



Welcome from the Chair of the Trust Board



Affinity Learning Partnership is at an exciting point in our journey. As a Trust committed to ensuring everyone belongs, progresses, and thrives, we are looking for a CEO who shares our belief that strategic thinking, community dedication, and true partnership are the foundations of lasting impact.

We are committed to preparing young people for the world that awaits them - not just academically, but as confident, capable individuals ready to thrive in their futures. This commitment drives everything we do: from how we support our staff to how we design our curriculum and shape our communities. As such, continuous evolution as an organisation isn't just important to us; it's essential.

Our vision is simple. Everything we do is to ensure that we are a Trust where everyone belongs, progresses, and thrives - creating an organisation where every individual is valued and valuable, where our community can progress in the areas that will make the biggest difference to them, and where everyone is supported and empowered to have healthy and happy futures.

We pride ourselves on our strategic thinking, dedication to our communities, and above all else, a partnership approach. We recognise that, as an educational institution, our biggest strengths and assets are the people who work with us. If we are to be successful, it is vital that our culture allows people to fully use their expertise and talents, feel able to be innovative, and be at the forefront of a sector we are so proud to be part of. We have designed our Trust central support services to enable leaders to lead, teachers to teach, and our pupils to learn.

We're excited that you're interested in joining us and being a part of the next stage of our Trust's exciting development journey.

With best wishes

A handwritten signature in black ink that reads 'F. Stagg'.

Fiona Stagg
Chair of the Trust Board





About the Trust

Our Trust currently consists of seven schools. We educate more than 5,500 children and young people between the ages of 3 and 19 and employ over 650 members of staff. We pride ourselves on being 'a great place to work', this underpins our whole Trust People strategy.

In 2024, we embarked on an exciting journey to explore our strengths and to understand how we can put ourselves in the best position to embrace the opportunities that await us. As part of that, we came together as a community to redefine our identity.

The definition of Affinity is 'a natural liking for and understanding of someone or something.' This struck everyone at the Trust as reflecting the real and genuine commitment that we have to building a partnership, drawn together by a shared ethos and a commitment to academic excellence.

Our Purpose

Where everyone belongs, progresses and thrives.

These are more than just words. They are the framework for how we hold ourselves, and each other, to account and ensure that we thrive as a community. The three elements of our purpose, known as our pillars, each have their own separate meaning, rationale and identity.

Belongs

Progresses

Thrives





About the Role

Due to the retirement of our current Chief Executive Officer, we are now seeking an exceptional leader to guide the next stage of development for our growing multi-academy trust.

As Chief Executive Officer, you will provide clear strategic leadership across the Trust. You will work closely with the Board to deliver our vision, strengthen our culture and ensure that every school continues to improve and succeed. You will place the quality of education at the centre of all decision-making. Leading with clarity and ambition, you will support leaders and staff to perform at their best while fostering a culture of innovation, accountability and care.

As Accounting Officer, you will ensure strong financial stewardship. You will oversee effective use of resources, ensuring compliance, sustainability and value for money.

The successful candidate will have overall responsibility for Trust operations, performance and growth. This includes safeguarding, risk management, and the delivery of the Trust's strategic plan. You will also play a key role in developing governance, working closely with the Board and building strong relationships with stakeholders at local, regional and national level.

The CEO role involves acting as an ambassador for the Trust, requiring an ability to communicate with confidence and integrity, engaging staff, pupils, families and partners while promoting the Trust's work more widely.

We are searching for someone who will bring a strong track record of senior leadership, ideally within education. You will be a strategic thinker with sound financial acumen and experience of leading complex organisations. You will be committed to developing people, building partnerships and driving high standards.

Values-driven, resilient and forward-thinking, you will champion equality, safeguard pupils and ensure that the Trust continues to make a meaningful difference to its communities.





Job Description

Post: Chief Executive Officer

Contract: Full-time, permanent

Salary: Competitive

Accountable to: The Board of Directors

Location: Burton upon Trent

PURPOSE OF THE ROLE:

To support the Trust Board in the efficient and effective delivery of the Trust's commitment, strategic aims and corporate plan upholding the Trust's values and to provide visible leadership across the Trust as a whole. Supporting those within the organisation to **BELONG, PROGRESS AND THRIVE**.

KEY RESPONSIBILITIES:

EDUCATIONAL AND STRATEGIC LEADERSHIP

- Ensure that the quality of education and continuous development of the Trust academies is central to what the Trust does and is successfully delivered.
- Provide strong and effective leadership, vision and strategic direction to Trust staff to achieve the highest levels of performance and ensure a culture of continuous improvement.
- Supporting the Board's development of a robust strategic vision for the Trust, including engaging with other schools, academies, and Trusts to grow at a progressive and sustainable rate.
- Identify and nurture talent within the organisation, and facilitate continuous personal development at all levels.

FINANCIAL ACCOUNTABILITY

- As Accounting Officer, ensure robust systems are in place so that the funds available to the Trust are used properly, efficiently and effectively, and in line with current legal and compliance regulations.
- Be accountable for delivering services efficiently, within budget and to implement any approved savings and investment allocated to the service area.



Job Description

OPERATIONS

- Drive the Trust's strategy and the delivery of key objectives, with accountability to the Board.
- Provide direction and strategic oversight to all Trust operations, including overall line accountability for safeguarding and security.
- Ensure that appropriate strategic leadership and governance arrangements are in place to ensure the effective development and implementation of the Trust's Strategic Plan.

BOARD AND STAKEHOLDER RELATIONS

- Support the Board in the implementation of effective governance, development and implementation of strategy and ensuring that all statutory regulations are applied.
- Work effectively across the full range of external stakeholders.
- Lead the Trust's growth plans while strengthening and raising the profile of the Board to ensure strong governance.

COMMUNICATION

- In partnership with the Board, ensure that an effective internal and external communications strategy is in place.
- Communicate effectively with all Trust employees, pupils, parents/carers and those responsible for governance.
- Represent the Trust effectively to external partners, the media and the public on a local, regional and national platforms.

SAFEGUARDING

- Work in line with statutory safeguarding guidance (e.g. Keeping Children Safe in Education, PREVENT and Affinity Learning Partnership safeguarding and child protection policies).
- Promote effective safeguarding across the Trust.



Job Description

CORPORATE RESPONSIBILITIES

- Show support for and uphold our ethos, value, all policies and procedures.
- Promote high standards, in line with the Nolan Principles.
- Comply with data protection legislation and follow the principles of GDPR.
- Promote a commitment to equal opportunities and anti-discriminatory practice adhering to the Trust Equal Opportunities Policy.
- Promote a work environment that protects people's health, safety and that promotes welfare, which is in accordance with the Trust Health and Safety Policy and a culture of well-being.
- Work with the communities that the academies serve to support greater social good.

Note: The content of this job description will be reviewed with the post holder on an annual basis in line with the performance management cycle. Any significant change in the level of accountability that could result in a change to the interim grade must be discussed with the post holder and representative, where necessary.

Affinity Learning Partnership is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post is subject to an Enhanced DBS Check with the Children's Barred List.



Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL	DESIRABLE
EDUCATION & QUALIFICATION		
Educated to degree level, with evidence of continuing professional development	✓	
EXPERIENCE AND KNOWLEDGE		
Successful experience and a proven track record as a Senior Leader	✓	
Experience of dealing with key external stakeholders and policy makers	✓	
An appreciation of the broader education sector	✓	
Successful experience of the education sector at a senior level		✓
Proven experience of strategic financial management, including budget formulation, medium-term financial planning, monitoring and control, risk and strong business acumen	✓	
Proven success in building effective external partnerships, to maximise networks and opportunities and growth	✓	
Sound track record or performance managing professional staff; driving morale, raising standards and promoting team ethos, particularly to a multi-site organisation	✓	



Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL	DESIRABLE
Experience of working effectively with a Board/Governing Body	✓	
Successful experience of promoting equality and diversity in relation to employment and service delivery	✓	
SKILLS		
A leader who can analyse and process complex information and data quickly and rigorously challenge	✓	
A strategic thinker who can work with the leaders, Board and others to ensure a compelling vision for the organisation, underpinned by a strong moral purpose	✓	
Committed to maintaining the ethos of the Trust with empathy and understanding of maintaining individual academy ethos	✓	
Well-developed presentation skills and comfortable with public speaking; the analytical ability to communicate effectively with a variety of audiences, acting as an effective ambassador for the Trust	✓	
Effective leader who can build upon a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential	✓	



Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL	DESIRABLE
Committed to education and to raising academic standards among students	✓	
PERSONAL ATTRIBUTES		
Relentless and persistent in goals, yet sympathetic to context and people	✓	
Willing to take risks and challenge accepted beliefs and behaviours	✓	
Self-aware and embraces continuous personal development	✓	
Values diversity and equality	✓	
An outward facing advocate for the Trust. Working with dynamism and adaptability to identify opportunities	✓	
Committed to the highest standards in all areas of the Trust	✓	
COMMITMENT		
Committed to Affinity Learning Partnership values and aims	✓	



Person Specification

Key: E = essential criteria and D = desirable criteria.

	ESSENTIAL	DESIRABLE
OTHER		
Willingness to travel	✓	
Is fluent in the use of the English language	✓	



How to apply...

To arrange an informal, confidential discussion regarding this role, please contact Laura McGunigle at Satis Education on 07931 384683 or email Laura@satiseducation.co.uk

- **The closing date for applications is:** Friday 17th April 2026
- **Shortlisting:** Monday 20th April 2026
- **Interviews will take place on:** 27th & 28th April 2026

We reserve the right to close the recruitment process early in the event of sufficient applications.

Please read the information in this pack. If you decide to apply, please visit www.joinaffinitylp.co.uk