

# St. Raphael

## the Archangel

Catholic Multi-Academy Trust

# Trust Lead

## Secondary School Performance and Transformation



Holy Cross Catholic  
Multi Academy Company  
*Achieving together in faith*



The  
**Holy Spirit**  
Catholic Multi Academy



OUR LADY OF THE  
MAGNIFICAT



The  
**Pope Francis Catholic**  
Multi Academy Company



Forming Christ-centred pilgrims of hope with kind hearts,  
questioning minds, a thirst for knowledge  
and a hunger for justice.

<b>Salary</b>	<b>Leadership Pay Scale: L26 – 32</b>
<b>Start date</b>	<b>September 2026</b>
<b>Location</b>	<b>Trust wide</b>
<b>Reporting to</b>	<b>Chief Executive Officer</b>
<b>Works alongside</b>	<b>MAC CEOs and the Executive Team</b>
<b>Contract type</b>	<b>Senior non-executive leadership role (Senior Partner)</b>

## About St. Raphael the Archangel CMAT

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**‘Forming Christ-centred pilgrims of hope with kind hearts,  
questioning minds, a thirst for knowledge and a hunger for justice.’**

### Purpose of the Role

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This is a Trust-wide senior leadership role offering a unique opportunity to influence the education, life chances, and formation of young people across our secondary schools.

The Trust Lead – Secondary School Performance and Transformation will work shoulder-to-shoulder with principals, teachers, and school leaders, alongside the CEOs, and the Executive Teams, to design, lead and embed transformation programmes that are deeply aligned with our mission.

Through this role, you will:

- Ensure every secondary school is a Christ-centred community where pupils and staff are nurtured as pilgrims of hope.
- Coach leaders to foster kind hearts and high expectations across classrooms, corridors, and communities.
- Promote questioning minds and a thirst for knowledge, ensuring curricula are ambitious, coherent and engaging.
- Embed a culture of hunger for justice, championing equity, inclusion and opportunity for all.

This role combines hands-on leadership, strategic vision and visible presence, allowing you to drive innovation, improvement and impact across the secondary phase.

## Key Responsibilities

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### Strategic Leadership and Trust-wide Improvement

- Provide mission-led strategic direction for secondary education across the Trust, in partnership with the Trust and MAC CEOs and the Executive Teams.
- Embed a Christ-centred culture of high expectations, continuous improvement, and accountability across the middle school and nine secondary schools.
- Analyse school performance data to identify areas for targeted intervention and share best practice across the Trust.
- Ensure improvement plans are rooted in our mission, supporting pupils to grow as pilgrims of hope with kind hearts, questioning minds, a thirst for knowledge and a hunger for justice.

### School Performance and Transformation

- Lead targeted school improvement programmes, directly supporting curriculum quality, teaching, assessment, behaviour and leadership.
- Ensure every programme respects the uniqueness of each school community, embedding practices that foster Christ-centred pupils and staff.
- Design interventions that accelerate progress, raise standards and promote hope-filled, inclusive school cultures.

### Collaboration and System Leadership

- Work with school leaders and subject experts to codify and share the best practice across secondary schools.
- Co-design programmes that are scalable and sustainable, ensuring every student benefits from high-quality education.
- Encourage a culture of collaboration, curiosity and learning, developing leaders who model kindness, curiosity and justice in their daily work.

### Coaching and Leadership Development

- Coach and mentor school leaders and staff to build leadership capacity aligned with the Trust's mission.
- Support leaders to create questioning minds, a thirst for knowledge and a hunger for justice in their communities.
- Lead professional development initiatives that strengthen Christ-centred, hope-filled leadership.

## **Curriculum and Quality of Education**

- Promote excellence in curriculum design, teaching, assessment and inclusive practice.
- Ensure curricula are ambitious, coherent and well-sequenced, enabling pupils to develop a thirst for knowledge.
- Support schools to embed innovative teaching strategies, ensuring every pupil is challenged and supported to thrive.

## **Behaviour, Culture and Personal Development**

- Foster safe, purposeful, and hope-filled learning environments across all secondary schools.
- Promote attendance, positive behaviour and resilience, nurturing pupils' development as kind-hearted pilgrims of hope.
- Support programmes that embed character education, leadership and social responsibility.

## **Equity, Inclusion and Justice**

- Champion equity, inclusion and social justice, reflecting the Trust's hunger for justice in every initiative.
- Ensure every pupil has the opportunity to flourish, regardless of background or need.
- Build communities where kindness, faith and opportunity intersect.

## **Leadership Assurance and Governance**

- Provide guidance and assurance on leadership, management and governance across secondary schools.
- Support preparation for Ofsted inspections and external reviews.
- Report regularly to the CEOs, Trust/ MAC Board, and relevant committees, demonstrating impact on standards, pupil outcomes and mission-aligned development.

## **Transition and Progression**

- Support seamless transitions from primary to secondary, ensuring continuity of learning and pilgrim progress across key stages.
- Monitor progress, belonging and engagement to ensure equitable outcomes for all pupils.

## **Additional Responsibilities**

- Lead coaching initiatives and improvement programmes as required.
- Provide temporary support for principal vacancies, ensuring continuity of mission-led leadership.
- Represent the Trust externally where appropriate, showcasing our Christ-centred mission in action.

## Person Specification

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### Essential

- Significant experience as a secondary principal, vice principal, or senior strategic leader.
- Proven track record of transforming schools and driving improvement.
- Deep understanding of curriculum, teaching, assessment and inclusion.
- Excellent communication and influencing skills to work with multiple stakeholders.
- Demonstrated commitment to the mission of forming Christ-centred pilgrims of hope with kind hearts, questioning minds, a thirst for knowledge and a hunger for justice.

### Desirable

- Experience of leading in a Multi-Academy Trust.
- Successful track record preparing schools for Ofsted inspection.
- Expertise in behaviour management, pastoral care and pupil wellbeing.
- Experience designing and leading large-scale school transformation programmes.

## Safeguarding

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St. Raphael the Archangel CMAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.

All appointments are subject to:

- Enhanced DBS check
- Satisfactory references
- Pre-employment medical clearance

In line with Keeping Children Safe in Education (KCSIE), online searches will also be carried out for shortlisted candidates. This post is exempt from the Rehabilitation of Offenders Act 1974.