



CHIEF EXECUTIVE OFFICER RECRUITMENT PACK

FEBRUARY 2026

Welcome



On behalf of the Trustees, Governors, Staff and Pupils, I want to thank you for your interest in the position of CEO at Chorus Education Trust.

Chorus is entering an exciting new chapter. After a period of significant growth, welcoming four new schools to the trust in the last three years, and strengthening our central team significantly, we are now taking time to consolidate and take the next steps in building for the future.

Working closely in the last year with colleagues and stakeholders, we have sharpened our shared understanding of what matters most for the trust and we are genuinely excited to see our mission, vision and values lived out in everyday decisions and practice.

Our mission is simple and important: working together to empower everyone to thrive and succeed. We are ambitious for every pupil, without exception, and we want every child and young person to leave us with strong outcomes, a sense of belonging, and the confidence and character to contribute positively to their communities. The same commitment applies to our workforce. We know that when people feel supported and cared for, they can do their very best work.

The CEO role is central to making this happen. With a strong executive team in place, there is a real opportunity to shape the Trust's strategy for the next phase and to build on the progress that has already been made.

Collaboration is at the heart of Chorus. We value each school's individuality and local context, and our next CEO must champion and model that collaborative culture, bringing people together, building trust and creating the conditions for teams to thrive. This also means developing strong partnerships within the Trust and beyond, leading with the resilience and determination to turn shared plans into lasting improvement. In addition, they must share our commitment to training, developing and empowering teaching staff at every stage of their careers through our Teaching Hub.

If this resonates with you, and you share our belief in the life-changing power of education, we would be delighted to receive your application.

With very best wishes,

Angela O'Brien

Angela O'Brien OBE
Chair of the Chorus Board of Trustees



About the Trust

At Chorus, we currently work with eight schools in primary, secondary, and post-16 education across South Yorkshire and Derbyshire.

We believe that every young person has the capacity to achieve beyond their expectations.

As a multi-academy trust, we are committed to providing every child in our care with the best education we can in primary, junior, and secondary schools across South Yorkshire and Derbyshire. We also train and develop teachers to make sure our children have access to the very best educational thinking and practice.

Together we choose our destiny. Together, we are Chorus.



Our Mission

Working together to empower everyone to thrive and succeed

Our Vision

The Chorus community is cared for and supported to be the best they can be

Our Values

We have three core values:

Ambition

Empowering everyone to achieve their potential

Belonging

Making our community feel valued, safe and supported

Integrity

Doing the right thing with honesty and kindness

Our Schools and Training Provisions



**National
Specialist
SCITTs**

EXCELLENCE IN SUBJECT-SPECIFIC TEACHER TRAINING



**SHEFFIELD
TEACHER
TRAINING
ALLIANCE**



**SOUTH
YORKSHIRE
TEACHING
HUB**

RECRUITING • TRAINING • DEVELOPING TEACHERS

-  **Bradwell Junior School**
-  **Stocksbridge Junior School**
-  **Hope Valley College**
-  **Hope Valley Pathways**
-  **Malin Bridge Primary School**
-  **Hady Primary School**
-  **Silverdale School**
-  **Westfield School**
-  **Eckington School**
-  **SILVERDALE SIXTH FORM**

Staff Benefits

We believe our staff are the most important resource within our trust and we do our best to support and develop them.

Benefits of working at Chorus:



Being part of a community that is focused on ambition, belonging, and integrity.



Leading edge training and development through the [South Yorkshire Teaching Hub](#). Career progression opportunities across the entire Trust



A collaborative environment which encourages knowledge sharing and support.



Discounted health schemes through [Westfield Health](#) and [Westfield Rewards Schemes](#), plus free annual flu jabs with [Boots Corporate Health](#) and free eye tests with [Specsavers](#).



Competitive pension schemes with [Teachers' Pensions](#) and [Local Government Pension Scheme](#)



Great holiday allowance with term-time only staff having the freedom of all school holidays off, while those on 52-week contracts benefit from an enhanced holiday allowance.



Support for flexible working arrangements as appropriate.



Free parking available at all our sites.



We honour continuous service arrangements earned with other local authorities or multi-academy trusts when schools join us.



Access to discount schemes available to those who work in education, such as the [Blue Light Card](#) and [Discounts for Teachers](#).



Access to qualified counsellors via [Education Support](#), our occupational health service and referrals for professional supervision to enhance your wellbeing.





About the Role

Chorus Education Trust is seeking to appoint an exceptional Chief Executive Officer to lead the Trust through our next phase of development.

This is a pivotal system leadership role. The CEO will provide strategic, professional and ethical leadership, ensuring high-quality, inclusive education across all schools and strong organisational performance.

Working closely with the Board and executive team, the CEO will shape and deliver the Trust's strategic direction, balancing trust-wide consistency with respect for each school's individuality and local context.

As Chief Executive Officer, you will:

- Provide clear strategic leadership aligned to the Trust's mission, vision and values
- Hold leaders to account for educational standards, inclusion and pupil outcomes
- Lead school improvement at scale and intervene decisively where needed
- Build strong, resilient leadership teams and a positive trust-wide culture
- Champion workforce development, wellbeing and sustainable workload
- Act as Accounting Officer with responsibility for finance, risk and compliance
- Support and advise the Board, ensuring strong governance and assurance
- Represent Chorus locally, regionally and nationally, building trusted partnerships
- Lead a robust safeguarding culture across the Trust

We are seeking an experienced senior leader with a strong moral purpose and a proven track record of executive leadership in education.

You will be collaborative, resilient and values-led, with the credibility to lead a complex organisation and the ambition to empower everyone to thrive and succeed.



Job Description

Post: Chief Executive Officer (CEO)

Contract: Full-time, permanent

Salary: Competitive

Post Summary:

The Chief Executive Officer (CEO) provides strategic, professional and ethical leadership for the Trust. The CEO ensures that every school delivers high-quality, inclusive education and that the organisation operates effectively, sustainably, and in full compliance with its statutory and regulatory responsibilities.

Job Description aligned with Trust Pillars

1. Leadership and Culture

- Lead and embody the Trust's mission, values, culture, and ethos across all schools and central services.
- Lead the creation of an annual Trust development plan and ensure that it aligns directly to the Trust Strategic Plan and school improvement priorities.
- Create and communicate a compelling narrative that articulates the Trust's ambition and direction.
- Build, develop and sustain strong executive and school leadership teams, including succession planning.
- Establish high expectations, shared accountability and robust performance management across the organisation.
- Demonstrate ethical leadership and public accountability, including adherence to the Nolan Principles.
- Balance trust-wide consistency with each school's individuality, character, and local context.
- Maintain a forward-looking view through research, horizon scanning and investment in professional development.
- Identify, celebrate and scale effective practice across the Trust.
- Protect and enhance the Trust's reputation, brand, resilience and public standing.
- Promote a culture of transparency, accountability and constructive challenge across the governance structure, including the Board, Members and Local Governing Bodies.
- Ensure Trust-wide communication is effective, timely and enables colleagues to carry out their professional duties.
- Act as the strategic lead and main point of contact for the Trust in the event of a serious incident, ensuring effective coordination, assurance and communication.
- Maintain an appropriately flexible approach to work and location to ensure strong visibility and impact across all schools and central services.

2. High-Quality, Inclusive Education

- Hold leaders to account for teaching quality, learning, pupil outcomes and pupil experience.
- Drive continuous improvement in standards and ensure equity of access, achievement and opportunity for all pupils.
- Prioritise outcomes for disadvantaged pupils and pupils with Special Educational Needs and Disabilities (SEND).
- Ensure evidence-informed curriculum and pedagogical approaches are implemented across all phases.
- Ensure strong systems for behaviour and attendance and a positive, safe pupil experience.
- Promote a vibrant, inclusive culture and actively challenge discrimination.
- Engage fully in local inclusion and SEND partnerships to support vulnerable learners.
- Ensure each school develops strong partnerships with parents and carers to support pupil achievement, attendance and personal development.
- Promote pupil agency so that pupils are active participants in their learning and are enabled to take increasing responsibility for improving their life chances.

3. School Improvement at Scale

- Establish rigorous quality assurance processes to secure consistent and sustained improvement.
- Identify underperformance early and intervene decisively to address it.
- Prioritise Trust values while safeguarding each school's context and character.
- Develop improvement capacity through networks, peer review and targeted deployment of expertise.
- Lead sustainable growth, including the onboarding of new schools without compromising standards or culture.
- Collaborate with partners to develop an integrated regional offer that caters to diverse community needs.
- Ensure that new schools are brought seamlessly into the Trust, securing early alignment to Trust values, expectations, operating practices and improvement priorities.
- Ensure that Trust improvement activity maintains a consistent focus on pupil achievement using data, benchmarks and external reference points to monitor progress and impact.
- Collaborate with partners to develop an integrated regional offer that caters to diverse community needs.
- Provide regular, structured reporting to the Board on each school's educational performance and the impact of improvement strategies.

4. Workforce Resilience and Wellbeing

- Develop and implement a Trust-wide people strategy encompassing recruitment, development, retention and well-being.
- Position the Trust as an employer of choice with purposeful work and a sustainable workload culture.
- Collaborate with senior leaders and HR to recruit and retain high-quality staff at all levels.
- Develop the impact of the South Yorkshire Teaching Hub and National Specialist SCITT.
- Ensure cultural and operational non-discrimination throughout the Trust.
- Build effective Trust-wide teams that foster respect, openness and the sharing of ideas, strengthening collaboration and collective responsibility for outcomes.
- Promote high professional standards across all roles and ensure that colleagues are motivated, supported and held to account through effective performance management.

5. Finance, Estates, and Operations

- Act as the Accounting Officer, ensuring the propriety, regularity and value for money across the Trust's financial operations.
- Maximise financial resources by exploring external funding and income generation opportunities, securing value for money across all operations.
- Ensure effective systems are in place for the management and monitoring of Trust and school budgets, financial controls and assurance arrangements.
- Lead sustainable budgeting, disciplined procurement and effective resource deployment.
- Maintain and routinely review a Trust risk register covering finance, safeguarding, operations and reputation.

6. Strategic Governance and External Relations

- Provide advice and support to the Board on vision, values, culture, and strategic direction.
- Assist in strategy development and ensure that Board decisions are implemented, monitored, and evaluated.
- Support strong governance at all levels by ensuring clear schemes of delegation, role clarity, and effective working practices between the Board, Members, Local Governing Bodies and executive/school leaders.
- Foster strong working relationships with the Chair and Trustees, facilitating timely and transparent information sharing.
- Report clearly to the Board on Trust performance at both the Trust and school levels.
- Ensure compliance with statutory, regulatory, and contractual obligations, including assurance, audit, risk management, and compliance.
- Establish constructive relationships with all external and internal stakeholders, including government agencies and representatives, regulators, partners and the broader community.
- Represent Chorus confidently on a local, regional and national platform, including engagement with media where appropriate to promote the Trust's work and reputation.

7. Safeguarding and Welfare

- The Trust is committed to safeguarding and promoting the welfare of children and young people.
- The CEO is expected to lead a robust safeguarding culture and ensure Trust-wide compliance with safeguarding legislation, statutory guidance and internal procedures, maintaining a culture of vigilance, training and continuous improvement.
- The successful candidate will be required to undergo relevant pre-employment checks, including an enhanced Disclosure and Barring Service (DBS) check.

8. Confidentiality

- Maintain confidentiality in line with agreed policies and protocols.

Disclosure and Barring Service Check

In line with Section 115 of The Police Act 1997, it is a legal requirement that a person carrying out this job must have a Disclosure and Barring Service (DBS) check and a check of the Children's Barred List before appointment.

The Trust reserves the right to carry out further checks whilst you are working for Chorus Education Trust. These may be DBS checks or other checks that may be legally required in the future to safeguard vulnerable people. You will be contacted before we do a further Disclosure and Barring Service check or any other check that is required.

You are required to tell us about all unspent convictions and all relevant, spent convictions in order for us to assess your suitability for the post. This appointment is conditional to checks on criminal records not producing information which in the view of the Chair of the Board of Trustees would render you unsuitable to work with children.

At Chorus Trust we are committed to the safeguarding of all our pupils, please visit our website to access our safeguarding and child protection policy at www.chorustrust.org/policies

The trust will conduct an online search of the successful candidate in line with the DfE's keeping children safe in education advice.

Right to work in the UK

It is a fundamental term of this contract that you have the right to work in the UK and provide original documents to evidence this. If you are a foreign national you must have permission under UK immigration law to undertake this employment and have and continue to hold valid and appropriate UK immigration clearance or leave to remain.

Person Specification

Qualifications

Educated to degree level, with evidence of continuing professional development.

Experience and Knowledge

Successful experience and a proven track record as a Senior Leader in education including executive leadership of a high performing single or multi academy trust or from the Local Authority or an independent school.

An excellent understanding of the primary and secondary sector and education more broadly, with a strong grasp of contemporary educational issues, including the inspection agenda.

Knowledge of the evidenced based strategies for raising students' achievement and advancing effective teaching and learning set within diverse communities, including those with higher-than-average levels of deprivation.

Proven experience of strategic financial management, including budget formulation, medium and long term financial planning, monitoring and control, and strong business acumen.

A strong track record of performance managing professional staff, driving morale, raising standards and promoting a team ethos, particularly with regard to a multi-site organisation.

Proven success in building effective partnerships and links with central government, schools and local authorities to maximise networks and opportunities.

Experience of working effectively with a Board/Governing Body to create a vision and form the direction for an organisation.

Experience of identifying and managing a risk register to include diverse areas such as finance, reputation and safeguarding as well as managing change in a fast-moving environment.

Successful experience of promoting equality and diversity in relation to employment and service delivery.

Skills and Abilities

A strategic thinker who can work with the Trust's leaders, Board and others to develop a compelling vision for the organisation, underpinned by a strong moral purpose.

Committed to the highest standards in all areas of school life, including academic, behaviour and enrichment.

Committed to maintaining the ethos of Chorus, with empathy and understanding of maintaining individual school 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 Chorus.

Experience of dealing with government officials and policy makers.

An effective leader who can build a positive organisational culture, encourage reflection, delegate responsibility, build teams, strive for continuous improvement and inspire staff to achieve their full potential.

Committed to primary, secondary and sixth form education and to the raising of academic standards and aspirations among students.

A leader who can analyse and process complex information and data quickly and rigorously to make the best of opportunities.

Beliefs, Attitudes and Personal Attributes

Relentless focus on high quality.

Resilient and persistent in goals, but adaptable to context and people.

Ability to use evidence to make informed decisions and balance risk, and challenge accepted beliefs and behaviours.

Self-aware and able to learn.

Optimistic and enthusiastic.

Values diversity and equality.

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 13th March 2026 at 9.00am
- **Longlisting interviews will take place:** Tuesday 24th & Wednesday 25th March 2026
- **Shortlisting will take place:** Friday 17th March 2026
- **Interviews will take place:** Monday 20th & Tuesday 21st April 2026

Please read the information in this pack. If you decide to apply, include a letter with your application form that is no longer than two A4 pages. In your letter, explain your reasons for applying for the position, refer to the information contained in the pack, specifically the person specification and highlight any relevant experience and personal qualities you would bring to the role.

Please send your application to admin@satiseducation.co.uk

Chorus Education Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment.



www.chorustrust.org
Chorus Education Trust
Unit 4 Acres Hill Business Park
Acres Hill Lane
Sheffield, S9 4LR