



Chief Executive Officer (CEO)

CANDIDATE PACK

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Welcome from the Chair



**Mike
Atherton**

Chair of Trustees

[Welcome message](#)



I am delighted you have expressed an interest in the post of Chief Executive Officer for the Sixth Form Colleges Trust. This vacancy has arisen due the planned retirement of our current Chief Executive, Yolanda Botham, who has taken a leading role in the creation of our Trust and its initial development.

The Sixth Form Colleges Trust is a new, post-16 multi-academy trust co-created in 2024 by two successful sixth form colleges: The Sixth Form College, Colchester and Long Road Sixth Form College, Cambridge. Our Trust evolved from the fruitful collaboration between the colleges and from our shared belief that we are stronger, more resilient and creative together. We share a passion for sixth form college education and we want to preserve and enhance both colleges for many generations to come.

We are determined to improve the life chances of all our young people. Our purpose is exceptional education. Our aim is to develop ever more effective strategies to reduce disadvantage and enable every student to thrive. The principle of inclusivity underpins our Trust.

Our ethos is expressed through our values:

- We seek to embed Equity, Diversity and Inclusion in all that we do.
- We treat each other with kindness, compassion and respect; listening closely and valuing everyone's contribution.
- We act with integrity and transparency, building trusting, collaborative relationships through open, honest communication.
- We are courageous in the pursuit of our shared purpose: exceptional education.

We are now looking for a Chief Executive who demonstrates exceptional leadership capabilities. They must have highly developed interpersonal skills with determination and drive to embrace our mission and grow our Trust. As the CEO you will be leading a talented, highly committed Executive team.

As Chair I am proud of the work that we have undertaken to date to establish effective governance and financial frameworks, working in partnership with our college leadership teams and Local Governing Bodies. Our structures reflect our truly collegiate approach.

I hope you find the information on this site helpful. Please contact our recruitment partner Luke O'Neill at luke.oneill@morganhunt.com or for a private and confidential discussion about the opportunity. Morgan Hunt can also arrange for an informal chat with me or our current Chief Executive with regards to the post before considering your application.

I look forward to hearing from you.



The Sixth Form College Colchester

Curriculum

The college provides a comprehensive and carefully structured full-time programme of study for students aged 16–19, comprising qualification-based courses, pastoral care, support and guidance and additionality. Most students follow a two-year programme of 3 A levels, with a minority studying 4 A levels or 2 A levels, plus an A level sized AGQ. Approximately 100 students per year study a level 2 programme, with the aim of continuing to level 3. We offer the widest range of A level subjects in the region (44 A level choices, plus 7 small AGQs) and our Additional Studies Programme provides over eighty enrichment options, enabling students to broaden their experience and develop skills beyond the classroom. A well-established, teacher-led tutorial system ensures each student receives personalised academic guidance and pastoral support throughout their time at the College.

Outcomes for Students

Our students (approaching 3,400 in 25-26) come from over 100 schools, with over half from the Colchester area, and the rest from a radius around the city which includes Ipswich, Chelmsford and the coastal communities of Harwich and Clacton. Our students come from a wide range of backgrounds and are more culturally diverse than the local population as a whole. We are an inclusive A level provider, with very accessible entry criteria for most subjects. Our students have a wide range of prior attainment

Student achievement at the College is consistently strong. (2025 A level pass rate 97%; high grades 47%) and retention levels are high. Students also achieve notable success beyond examinations, regularly participating in and excelling at national competitions and Olympiads. Each year, over 1000 students progress to higher education, including a significant number to Oxbridge and Russell Group universities (and our HESA data is exceptionally good). Others successfully move into employment, apprenticeships, or specialist training routes, reflecting the College's commitment to preparing students for a wide range of future pathways

Curriculum

The college offers an inclusive curriculum of A Levels and Applied qualifications at Level 3 to around 2,500 students. There is a small cohort of one-year L2 students and around 60 students take a L4 Foundation Art course in an additional year. Students come from a very wide catchment and over 100 secondary schools, although the largest feeder institutions are part of the Cambridge Area Partnership (CAP). Students typically study a range of subjects, mixing A Levels with AGQs and AAQs, with some larger sized applied courses in Sport, Art and Media. Students are supported by a well established team of Progress Coaches through a comprehensive tutorial programme and individual progress reviews

Outcomes for Students

In 2024/25 the pass rate for A Level was 97% with 70% achieving a C or above. In Applied subjects over 80% get high grades. GCSE retakes in English and maths are very strong, helping the majority of Level 2 students progress into Level 3. 58% of students go onto HE and there has been a significant push for Degree Apprenticeships, with 12 students securing highly competitive places last year. The number of students with EHCPs has risen substantially in recent years, and the outcomes for these students is excellent, both from Level 2 to Level 3, and from Level 3 to university or employment.

Long Road Sixth Form College



Our vision, mission and values



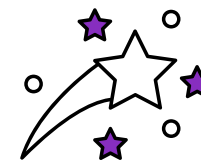
OUR PURPOSE

Exceptional Education.



OUR VISION

To provide welcoming learning communities that reduce inequalities, foster creativity and independence, enabling every student to identify and pursue their ambitions, equipped with the skills, knowledge and understanding to contribute to the world. Our collaborative culture values diversity, develops and empowers our skilled professionals, invests in staff wellbeing, creating a fulfilling place to work.



OUR MISSION

To create a dynamic, innovative partnership of inclusive sixth form colleges, making a valuable contribution to post-16 learning in the Eastern region and beyond.



OUR VALUES

We seek to embed Equity, Diversity and Inclusion in all that we do.

We treat each other with kindness, compassion and respect; listening closely and valuing everyone's contribution.

We act with integrity and transparency, building trusting, collaborative relationships through open, honest communication.

We are courageous in the pursuit of our shared purpose: exceptional education.

Strategic Priorities

2024 - 2027

Find The Sixth Form Colleges Trusts full strategic plan available here:

[TSFCT Strategic-Plan-2024-2027](#)



1.

Enrich the curriculum and extend learning opportunities to provide an exceptional student experience

2.

Create an inclusive staff community where all are encouraged and valued, ensuring our college academies are fulfilling places to work

3.

Reduce our environmental impact, work towards net zero and become more sustainable across all our activities

4.

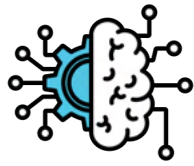
Build open communities of practice that foster collaboration, curiosity and innovation enhancing teaching, learning and support enabling our students to excel

5.

Maintain strong financial health to sustain vibrant learning environments

6.

Establish The Sixth Form Colleges Trust as a powerful champion for post-16 learning contributing positively across the region



Support and funding for **continuous professional development**



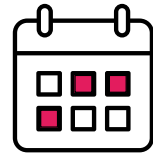
Flexible/hybrid working – the successful candidate can be home based or choose to work from either location. They would be expected to spend time at both Colleges, subject to need.



Employees' Pension scheme – Teachers pension or LGPS



Salary £120,000 - £160,000



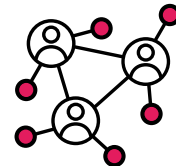
Annual leave: 35 days per year plus BH. College sites closed over Christmas period (24th December to 1st January) in addition to AL entitlement.



Travel expenses



RE-location package – subject to individual circumstances up to £8,000



Permanent Full time role (the Trust also welcomes part time applicants - min 3 days PW)



Employee Assistance Programme/ Access to on-site college counsellor, Welfare and wellbeing initiatives



Start date: 1st September 2026



Salary Sacrifice scheme – Cycle scheme

Our Offers and Benefits



The Role

Title	Chief Executive Officer (CEO)
Salary	£120,000 - £160,000
Contract type	Full time - the Trust would also welcome part-time applicants (min 3 days per week)

Purpose

The CEO will be key in shaping the strategic vision and values of the Trust and provide strategic vision and leadership, promoting excellence in all areas of Trust work. The CEO needs to have a clear vision of where the Trust is going, and the ability to motivate senior management and other staff to always deliver their best. Through their work, they will lead the Sixth Form Colleges Trust through the next stage in its evolution, continuing a culture of constant improvement, by providing inspirational leadership, ensuring the Trust provides the best experience for our students, staff and volunteers.

The CEO has delegated responsibility for the day to day strategic, civic and operational leadership and management of all aspects of the Trusts activities. In turn the CEO, delegates responsibility for specific aspects of the Trusts operations to members of an effective and strong Executive Leadership Team that comprises of a Chief Finance Officer, College Principals and the Director of Human Resources. The Executive Leadership Team are responsible for their own respective portfolios, and are accountable, via the CEO, to the Board of Trustees.

The post-holder is expected to always uphold the values of and act as an ambassador for the Trust.

The Trust operates in the 16 - 19 age sector and comprises sixth form colleges (the "MAT"). Genuine partnership work will enable the Trust to become a national leader in teaching and learning, demonstrated through learner engagement and indicators of educational success.

The post-holder is expected to always uphold the values of and act as an ambassador for the Trust.

Main Duties and Responsibilities

To provide the overall leadership and direction to the Trust and to its established colleges within the vision, mission and strategy agreed

In particular to:

- Establish and sustain the Trust's mission, culture, values and strategic direction in partnership with the Trust Board.
- To drive exceptional educational and sustainable financial outcomes for the Trust.
- Work with the college principals to ensure the delivery of objectives supporting the Trust and College strategies
- Provide vision, direction and leadership that enables the Trust to achieve its strategic objectives and secure its future sustainability.
- To act as an ambassador of the Trust, promoting the organisations core purpose and values and enhancing the reputation and standing of the Trust, ensuring it is a respected member of the community it serves.
- To constantly research both actual and potential changes in the education landscape to ensure proactive development in approaches to pursuing excellence in learning and teaching strategies that ensure the Colleges are leaders in adopting and implementing effective pedagogic approaches
- Provide leadership to the management that encourages and facilitates senior management team members to embrace and pursue Trust objectives together whilst also being sensitive to legitimate College interests and priorities.
- Ensure compliance with all aspects of the law / regulations pertaining to academies and Academy Trusts.
- Provide Operational line management of Academy Principals, the Chief Finance Officer and the Director of Human Resources

The Role

Duties

Strategic Governance

- Build an open, transparent and effective relationship with the Trust Board and its committees.
- Develop relationships with the Board; including regularly meeting with the Chair and keeping them informed of key developments, successes and risks.
- Ensure clear and appropriate reporting mechanisms that contribute to efficient governance of the Trust.
- Welcome accountability and embrace the support and advice of the Board, including robust performance management and recognising the value of good governance.
- Supporting the Board to meet their duties as company directors and as trustees of a charitable body, working with the Board to ensure operational compliance and fulfilment of all statutory responsibilities.

Strategic Direction and Leadership

- To contribute to the formulation of the Trust's overall strategy and the effectiveness of its educational performance, ensuring that its agreed values and vision are delivered in all areas of its development and operations and in line with the vision and values of the Trust Board.
- Ensure that the education and personal development of every student and staff member in the Trust is central to what the Trust does.
- Access opportunities to develop and stretch own thinking and develop and maintain contextual wisdom. Engage with research and trend analysis and access appropriate professional development.
- Ensure a balance between central strategy and accountability, and the ability of each college to develop a sufficient sense of individuality and ability to respond to local needs.
- Model and actively promote commitment to the Trust's values and, commitment to ethical governance, leadership, and practice across the Trust. Adhere to and embodies the Framework for Ethical Leadership in Education and the Seven Principles of Public Life (The Nolan Principles).
- Identifying opportunities to celebrate and share practice within the Trust that contribute to furthering the trust's vision, values and strategy.

Workforce and Talent Development

- Ensure that the Trust is an 'employer of choice' and is staffed by talented and skilled individuals at all levels and work with the Human Resources Director, Principals and senior colleagues to recruit and retain staff of the highest quality.
- Ensure that a scheme of delegated responsibilities relating to employment and staffing matters is in place.
- Advise the Board on ensuring effective arrangements for supporting, challenging and performance management of staff across the trust are in place.
- Demonstrate a commitment to developing leaders and ensuring a succession planning strategy is in place both across the Executive Team and leaders across the Trust.
- Maintaining a culture and reputation as an employer with a strong sense of purpose, commitment to talent management and development, sustainable workload, flexibility, and wellbeing of staff.

Teaching and Learning

- The CEO will be accountable for all aspects of teaching and learning across the Trust, upholding high standards for academic and pastoral student outcomes and ensuring achievement of the Trust's educational vision of inclusivity.
- Work with college principals and senior management teams to ensure that high standards and effective teaching and learning are maintained throughout the Trust, providing critical support and challenge, where needed to ensure colleges provide outstanding quality of education to all.
- To develop and improve, alongside the principals of the colleges within the Trust, excellence in teaching and learning within an inclusive educational context. Establishing a growth mind-set throughout the Trust and ensuring both an effective staff development programme and a strong accountability framework.
- Ensure Trust-wide priorities are consistently and effectively implemented in each college whilst enabling and encouraging the colleges to maintain their own individual character, reflective of their own context.
- Foster a culture of innovation and development, where staff are empowered to engage in external and/or internal research and development activity that furthers the Trust's vision and strategy and ensures that college staff are appropriately trained.
- To be responsible for ensuring adequate systems of safeguarding and support for student health and well-being across the Trust.

The Role

Duties

Finance

- To ensure that the MAT's long term financial sustainability is secured, so that the plans for the MAT as a whole and for individual members are soundly based and deliver the required outcomes for students.
- Advise the Trust Board on their agreement of the proposed budgets and plans of the Trust and its constituent academies, and liaise as necessary with the Regional Director, DfE and other relevant funding agencies
- Discharge financial responsibilities as accounting officer, including ensuring financial compliance, robust checks and balances, a commitment to achieving value for money, and financial probity at all times across the Trust.
- Value for money – striving to achieve the best possible educational and wider societal outcomes through the economic, efficient, and effective use of the resources in the Trust's charge, the avoidance of waste and extravagance, and prudent and economical administration
- Engage the Board on sustainability issues, including strategic discussions and decisions as to how to invest resources to best serve the Trust's medium to long-term needs and ensure value for money over time.
- Ensuring that risk management systems and compliance monitoring systems are in place so that the Trust can anticipate and plan for risks and fulfil all its statutory duties and responsibilities. The CEO should know, understand and fulfil/discharge all their duties and responsibilities as accounting officer.
- Producing, annually, an accounting officer's statement on regularity, propriety, and compliance for inclusion in an annual report, for Trust Board approval
- To lead (in partnership with the Chief Financial Officer (CFO) the development of an effective and efficient service provision that supports college Principals and Senior Managers to focus on the quality of teaching, learning, assessment and student support.

Communication and External Relationships

- To develop and maintain effective relationships with the DfE, Funding agencies, various Sixth Form Colleges Associations, local authorities, local schools, head teachers and governing bodies, collaborating with them to secure strategic partnerships and to extend the reputation, values and vision of the Trust.
- Creating a sense of openness and proactive engagement with local, regional and national stakeholders and be responsible for developing and maintaining effective partnerships with other schools and colleges to develop a network of excellence.
- Support the Board to build and maintaining key stakeholder relationships.
- Contributing to the development of the wider sector through taking part in the work of sector bodies and engaging in appropriate opportunities to inform the development of other trusts and to inform government policy

Leadership and Governance

- The CEO is appointed by, and is accountable to, the Board of Trustees. The CEO has delegated responsibility for the day-to-day strategic and operational leadership and management of all aspects of the Trust's activities.
- In turn, the CEO delegates responsibility for specific aspects of the Trust's operations to members of an effective and strong central executive team, which comprises of the Principals of each college, the Chief Financial and Operations Officer and the Director of Human Resources.
- The CEO delegates responsibility of the day-to-day management of each college within the Trust to the respective Principal
- The Trust Board has an Audit committee to oversee its financial affairs and delegates much of its responsibility to the Local Governing Bodies that serve each college.(See scheme of delegations)

The Role

Duties

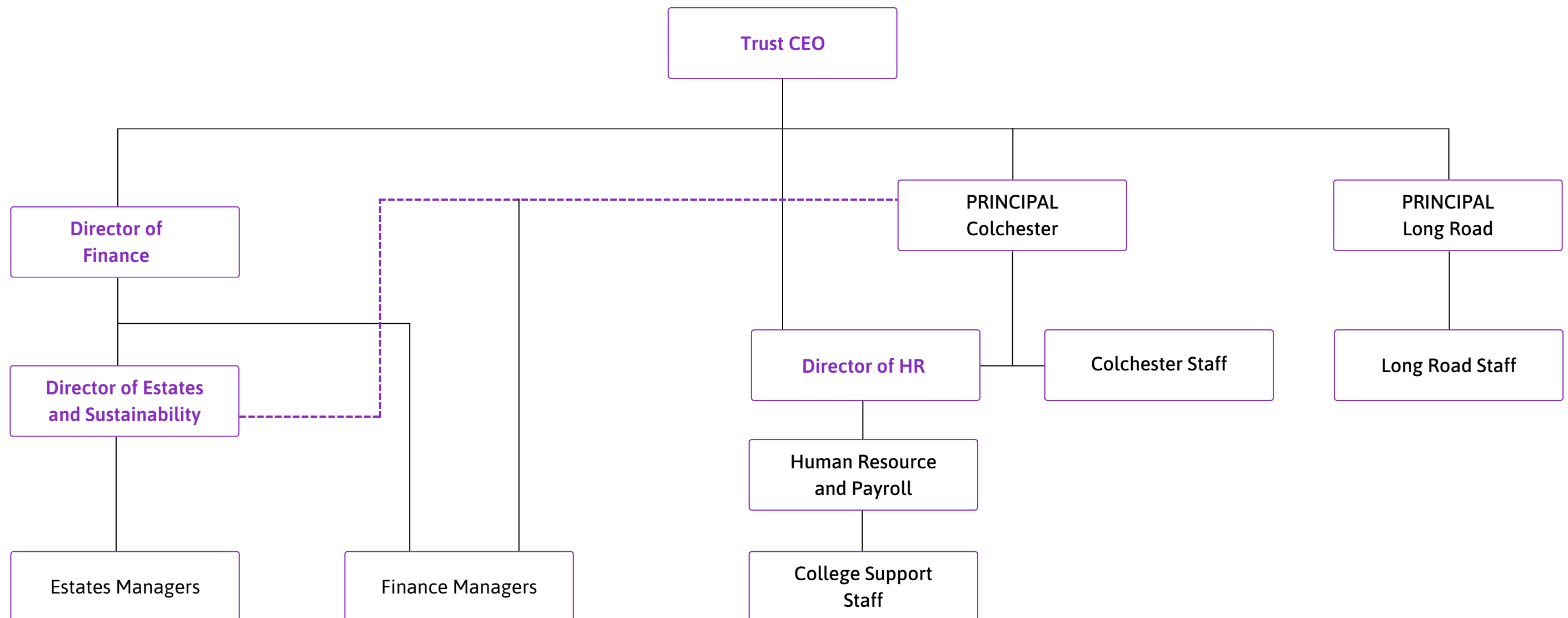
Safeguarding

- As the strategic leader of the Trust, the CEO holds ultimate responsibility for ensuring that effective safeguarding arrangements are embedded across all our schools. This includes setting the tone for a culture of vigilance, where safeguarding is understood as everyone's responsibility, and ensuring that robust policies, procedures, and training are consistently implemented and regularly reviewed. By maintaining oversight of safeguarding the CEO ensures that any concerns are addressed promptly and that lessons learned inform ongoing improvements.
- Beyond compliance, the CEO is a passionate advocate for the most vulnerable young adults and their families. This means taking a proactive approach to identifying and addressing barriers to learning and well-being, and ensuring that support systems are accessible, inclusive, and responsive to individual needs. The Principals and CEO champion the voices of young adults who may otherwise be unheard, ensuring that their experiences shape Trust wide strategies and decision-making.
- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. All staff are expected to keep up to date with relevant ~Trust policies and procedures and attend annual safeguarding training.



Trust Management Structure

2025 - 2026



Person Specification

Essentials

- Degree level or equivalent
- Substantial experience at a strategic, senior management level within a post 16 setting.
- Substantial experience at a strategic, senior management level within a post 16 setting.
- A strong track record of achieving continuous and sustained improvement in education standards and outcomes
- Proven track record of managing strategic, operational, financial, reputational and compliance risks, including health and safety and safeguarding
- Experience and ability to develop, implement and drive through strategic initiatives.
- The skill to balance strategic leadership with effective operational management
- An ability to foster an open, trusting, inclusive culture that promotes the development of its staff
- Good financial management and commercial awareness to ensure effective management of trust resources.
- Ability to lead successfully through periods of change.
- Ability to forge strong and effective partnerships with all key stakeholders, including the ability to influence policy at regional and National level
- An up to date knowledge of the current educational landscape, specifically in post 16 sector.

- High level of personal and professional integrity
- A commitment to act consistently in accordance with the core value of the Sixth Form Colleges Trust
- Enthusiasm and commitment to the trusts vision and mission, promoting a collaborative, inclusive and supportive working environment.
- The ability to appreciate, inspire and empower other senior colleagues and to build effective working relationships.
- Personally resilient with the ability to react and adapt to situations as required.
- Demonstrate commitment to the highest standards of safeguarding.
- Demonstrate commitment to embedding equity, diversity and inclusion in all that we do as a Trust.
- Excellent communication, negotiation and networking skills.

Desirables

- Teaching qualification (PGCE or Equivalent)
- Masters/Post graduate qualification
- Professional managerial qualifications
- Successful experience as a Principal/CEO/Accounting officer
- An in depth understanding of the strategic, political, financial and regulatory post 16 landscape
- Experience of working with a MAT.
- An understanding of the regulatory framework for the governance of MAT.
- Ability to lead experienced and highly effective teams

Timeline

Closing Date	Friday 9 th January
Interview Date	Tuesday 20 th and Wednesday 21st January
Interview Location	Cambridge

How to Apply

Please contact our exclusive partner, Luke O'Neill at Morgan Hunt for further information or apply now on The College website



Luke O'Neill
Education Strategy Director

P 07545088105
E luke.oneill@morganhunt.com
L [linkedin.com/in/luke-o-neill-66816214/](https://www.linkedin.com/in/luke-o-neill-66816214/)

Application process: CV and supporting statement (maximum 2 pages) addressing the key criteria in the person specification.



Thank you for
your interest