



**Northern Arch**  
LEARNING PARTNERSHIP



# Recruitment Brochure

Executive Director of Education

# Contents

<b>The Vacancy</b> .....	<b>3</b>
Job advert.....	3
Role summary.....	3
<b>Job Description</b> .....	<b>4</b>
Purpose.....	4
Key responsibilities .....	5
Review arrangements.....	6
<b>Person Specification</b> .....	<b>7</b>
a. Qualifications.....	8
b. Experience .....	7
c. Leadership .....	7
d. Teaching, Learning & Curriculum Innovation .....	8
e. Personal Qualities.....	8
<b>Northern Arch Learning Partnership</b> .....	<b>10</b>
Our Academies.....	10
Trust Structure .....	11
Vision and Values.....	12



# The Vacancy

## Job Title

**Executive Director of Education,**  
Northern Arch Learning  
Partnership

## Pay Scale

L32-38  
(£106,626 - £123,506)

## Contract

Full time, permanent

## Deadline for Applications

17<sup>th</sup> January 2025

## Interviews to be held:

week beginning  
27<sup>th</sup> January 2025

## Start Date:

28<sup>th</sup> April 2025  
(or as soon as possible thereafter)

Northern Arch Learning Partnership has a fantastic opportunity for an inspirational and innovative leader to join our growing Trust. An experienced and dynamic leader with a proven track record, you will be an excellent communicator and strategic thinker, capable of developing colleagues, building powerful relationships and driving improvements in education across the Trust. Your focus on collaboration, innovation and strategic thinking will play a crucial part in achieving the Trust's vision and long-term success. In return we can offer an empowering, aspirational and inclusive culture; supportive and collaborative colleagues and the opportunity to make a positive difference to thousands of young people and hundreds of colleagues.

## How to apply:

Information for applicants, including the application form, can be downloaded from the Trust vacancies page: [northernarchlearningpartnership.org.uk/vacancies](http://northernarchlearningpartnership.org.uk/vacancies)

Please return completed application form, and accompanying covering letter outlining your experience and vision for the role, to:

Schools HR Team  
Longfield Academy  
Longfield Road  
Darlington  
DL3 0HT

or by email to [schoolshr@nalp.org.uk](mailto:schoolshr@nalp.org.uk) by the closing date.

For more information, or to arrange a visit, please contact Sam Kochaniec



# Job Description

Independent Thinker **Strategic** Facilitator  
Innovative **Influencer** Collaborative  
Problem Solver **Experimental**

## Purpose

The purpose of the role is to work with Trust Executive Team members and the Board of Directors to establish an improvement culture across the organisation, facilitating collaboration, organising networks, devising systems and deploying staff to improve the education experience of young people within the Trust. The postholder will work closely with the CEO, COO and Strategic Development Officer, as well as academy leaders, to ensure the academies make measurable progress towards the Trust's strategic priorities. Gaining a deep understanding of the context, strengths and areas for improvement of each academy and forming strong productive relationships with other key personnel, will be central to the role, as will being curious, finding solutions and supporting the development of colleagues. The postholder must be committed to the vision and values of the Trust as well as contributing to strategic decision making and innovation.

You will:

- Provide leadership, inspiration and support
- Oversee improvements in curriculum, teaching and learning and innovation
- Ensure high standards are met
- Build a culture of continuous improvement across the Trust
- Develop the skills and capabilities of colleagues
- Ensure that learning environments support the ambitions of the Trust and provide a safe, inspiring experience for all
- Contribute to devising and delivering Trust strategy, whilst preserving the individual character of each academy
- Be a key member of the Trust Executive Team
- Act in accordance with the Trust values at all times



## Key Responsibilities

### Trust intent

- Ensuring that the Trust vision is understood across the Trust and guides our decisions and activities
- Aligning strategy across the Trust and within academies, whilst considering the context of each academy and the community it serves
- Making use of evaluative insights, reports and data to drive decision making and shape objectives
- Ensuring that objectives set will lead to improvements in quality and achievement of the Trust's intent
- Devising a strategy and lines of responsibility for setting improvement goals
- Working with academy leaders to ensure that the curriculum meets the needs and aspirations of young people
- Taking responsibility for key aspects of self-evaluation within the Trust and creating clear goals in light of this
- Ensuring that Trust goals are supportive of local communities and that some of the opportunities offered to young people are community based

### Building capacity and capability

- Playing a key role in the growth of Trust culture and leadership development at all levels
- Developing staff competence through effective programmes of CPD, coaching, mentoring and other appropriate pathways
- Promoting the use of CPD and self-reflection as an effective means of driving improvement
- Leading improvement through the development and maintenance of purposeful Trust-wide collaborations, systems and practices
- Forming productive connections and networks beyond the Trust
- Sharing insights from other providers, publications and organisations to inform priorities and practice
- Working with academy leaders in maintaining and improving standards of behaviour and attendance, creating systems to share practice and draw upon networks to enable this
- Taking responsibility for ensuring academy appraisal and performance review practices are effective
- Engaging in personal development activities to ensure own practice is informed and current

### Implementation

- Designing and maintaining a Trust-wide cycle of improvement that facilitates reflection and refinement of practices
- Developing staff and resources across the Trust to maximise the impact of initiatives and interventions
- Establishing key data, monitoring and review processes to enable the Trust to anticipate and adapt
- Identifying and de-implementing less successful activity to improve effectiveness and reduce unnecessary workload



- Playing a strategic role in the development of technologies to drive improvement
- Working with academies to create monitoring and evaluative processes for the improvement of classroom practice
- Ensuring that Teaching & Learning practices are inclusive and enable all learners to make good progress
- Working with Trust leaders to ensure the curriculum meets the needs of all learners
- Ensuring that academy and Trust practices in relation to curriculum and safeguarding fulfil all statutory duties
- Working with Trust leaders to make efficient and effective use of resources and staffing, with due regard for value for money
- Playing a key role in capital investment decisions to maximise the impact on the learning environment and experiences
- Ensuring safe working practices are used by all staff
- Ensuring consideration of the wellbeing of colleagues is integrated into all practices
- Ensuring academies present accurate accounts of their performance and communicate these clearly to key stakeholders
- Overseeing the staff and resources deployed to improve education across the Trust

### **Leadership**

- Drawing upon the capacity available within the Trust to build, deploy and lead a team to deliver education improvement objectives across the Trust
- Working with relevant colleagues to identify improvement priorities at Trust and academy level and ensuring that these are understood and acted upon across the academies and by Directors and Governors
- Playing a key role in the Trust Executive Team, ensuring that education improvement is central to our thinking and resourced accordingly
- Taking responsibility for embedding an education improvement culture across the Trust in every academy and at every stage
- Leading the use of evidence-based research to inform approaches and drive developments
- Providing reports and information to Directors and Governors and attending their meetings as required
- Being the Trust lead professional for Teaching, Learning and improvement
- Assuming line-management responsibilities as required by the CEO and Directors

### **Review Arrangements**

This job description is a guide to the major responsibilities of the post holder. Other duties may be added at the reasonable request of the CEO and the job description itself may be revised from time to time (after discussion with the CEO) as the needs of the Trust change.



# Person Specification

Job Title: **Executive Director of Education**, Northern Arch Learning Partnership

Criteria	Essential	Desirable
<b>Qualifications</b>		
Educated to degree level or equivalent	Essential	
A teaching qualification	Essential	
Evidence of continuing professional development	Essential	
NPQH (or equivalent) achieved or underway		Desirable
<b>Experience of</b>		
Establishing an improvement culture leading to sustained, significant improvements	Essential	
Promoting effective shared and distributive leadership	Essential	
Successfully leading teams and facilitating collaboration	Essential	
Leading and managing whole academy/trust change initiatives, including de-implementation of ineffective practices	Essential	
Leading the effective professional development of colleagues	Essential	
Effective financial and resource management	Essential	
Ensuring safe and inspiring learning environments	Essential	
Teaching/leadership in more than one academy, across more than one phase of education (primary, secondary, post-16)		Desirable
<b>Leadership</b>		
Ability to effectively communicate the Trust's vision and align strategy across the Trust	Essential	
Ability to draw upon capacity within an organisation to support education improvement objectives	Essential	
Ability to identify improvement priorities	Essential	
Ability to build and maintain purposeful relationships with partners and key stakeholders (internal and external)	Essential	
Ability to play a key role in an executive leadership team	Essential	



<b>Teaching, Learning and Curriculum Innovation</b>		
Extensive and successful curriculum leadership experience		
Track record of curriculum innovation and improvement		
Understanding of evidence-based approaches to teaching, learning and assessment		
Clear understanding of strategies to improve pedagogical approaches		
Experience of establishing key data, monitoring and review processes		
Ability to lead quality improvement initiatives		
Understanding of quality first teaching methods		
<b>Personal Qualities</b>		
Commitment to the vision and values of Northern Arch Learning Partnership		
Commitment to shared and distributive leadership		
Highly sophisticated communication skills		
Strategic, analytic and innovative thinking processes		
Strong negotiating and influencing skills		
Sound judgement and compassion in dealing with others		
Ability to investigate, resolve problems and make decisions		
Ability to manage a complex and demanding workload		
Resilience and motivation to meet challenges and maintain strategic direction		
Commitment to inclusion and the achievement of equality and diversity		
Commitment to the safeguarding of all students and staff		
Openness, honesty and integrity		





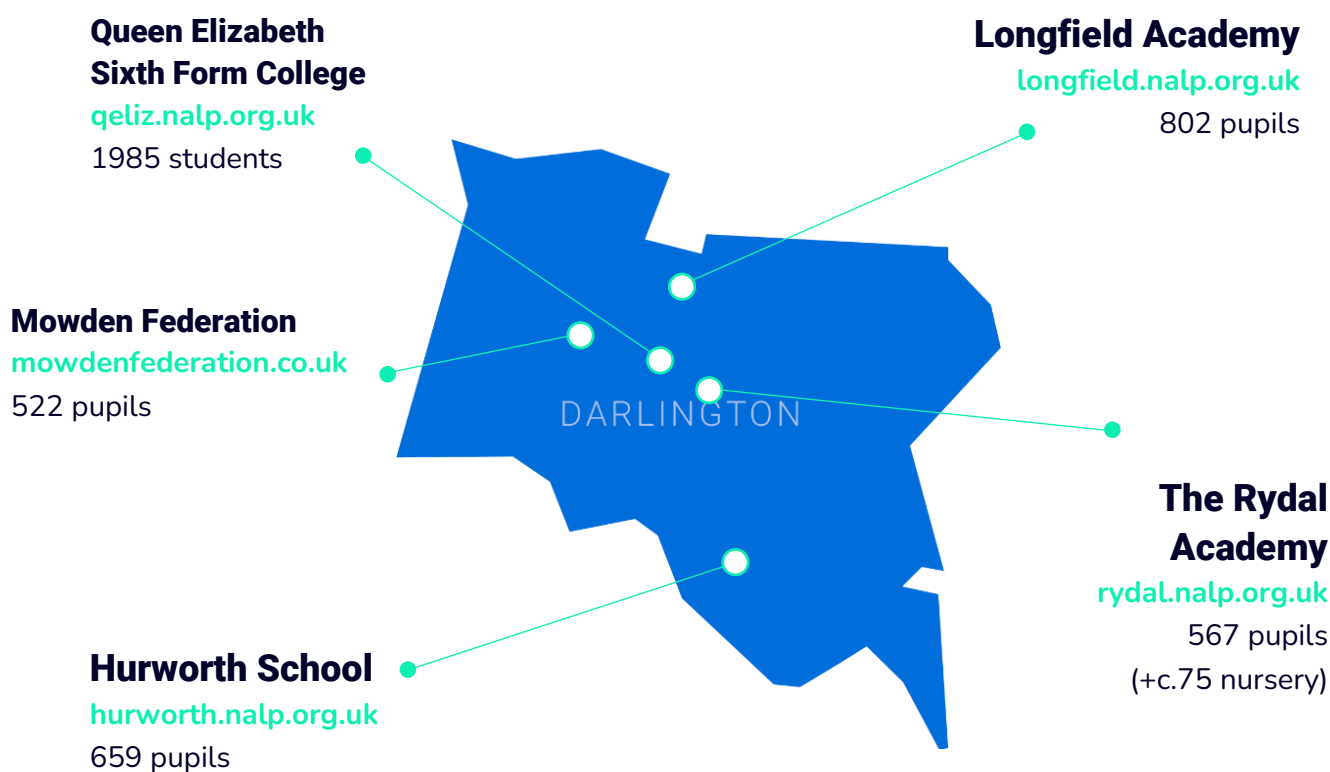
# Northern Arch Learning Partnership

Northern Arch Learning Partnership is a Multi Academy Trust bringing together partners from early years, primary, secondary and post-16 sectors to deliver our vision for a happy, healthy and successful learning community. At the heart of Northern Arch Learning Partnership is the belief that by working together we can utilise our collective skills, knowledge and ingenuity to positively impact the futures of the young people we serve.



# Our Academies

Northern Arch currently comprises four academies all within the Darlington Local Authority area. Numbers on roll at each are as follows:

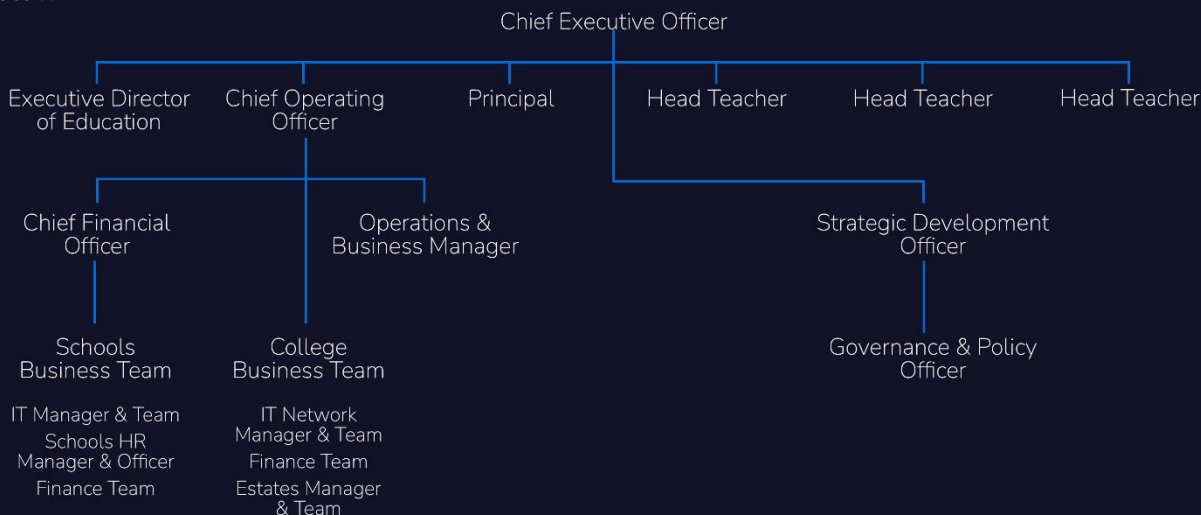


In November 2024 we received approval for the Federation of Mowden Schools to join us in Spring 2025, bringing the number of students in the Trust to approximately 4,500 across six academies.

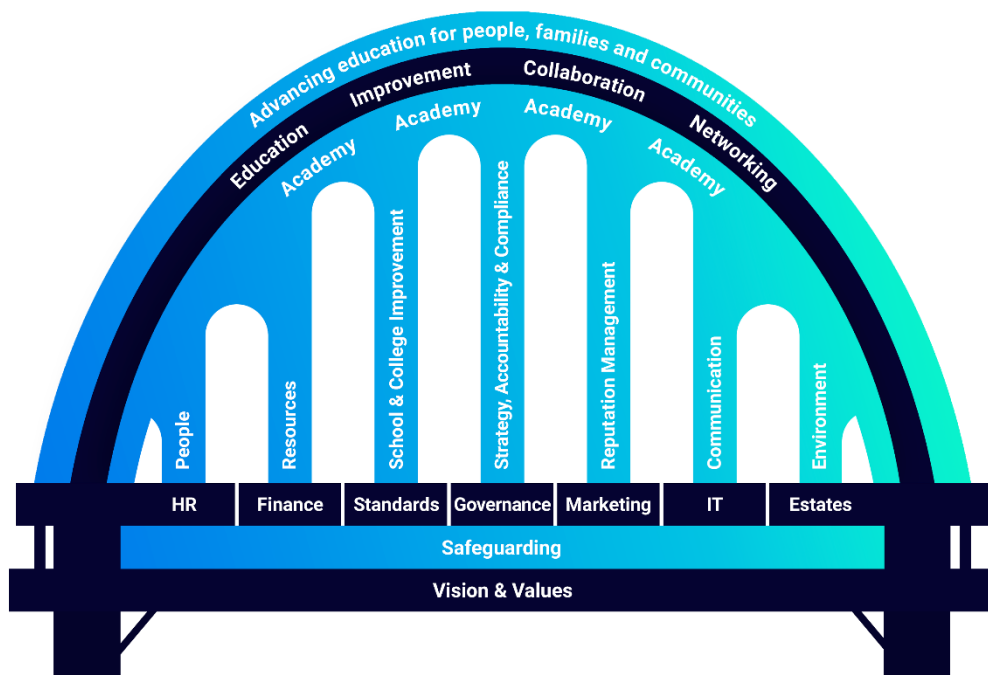


# Trust Structure

The Executive Director of Education post sits within the Executive Team structure as indicated below:



The Trust Executive Team and Central Services are regarded as integral to relationships and activities across the Trust rather than being a separate entity. This inter-dependent relationship is represented in the illustration below, each pillar and arch providing strength and support to the structure as a whole.



# Our Vision & Values

Our vision for Northern Arch Learning Partnership

To build a learning community that shapes young people's development into happy, productive, independent adults.

Whilst the character and individuality of each academy is celebrated within Northern Arch, we share collective values through our commitment to:

## **Aspiration**

We are determined that all of our people aim high and we strive for educational excellence in all that we do.

## **Inclusion**

We care for every individual, value diversity and respect each other.

## **Collaboration**

We work co-operatively and constructively as a team to serve our local and wider communities.

## **Empowerment**

We believe in building every individual into a confident, capable and healthy citizen.

