

CEO Role Overview

TSAT's next CEO will be a leader who is both inspirational and aspirational and who can build on the strong foundations developed over the last 12 years, taking TSAT forward into its next stage.

First and foremost our new CEO must be committed to our vision as a Trust – **to realise the life chances and dreams of every child**. We believe *every* learner should have a high-quality education and learning experience within a safe, inclusive learning environment.

Our CEO will be an outstanding leader of people sharing our commitment to *making the Trust a great place to work*, and, building on the collaboration and distributed leadership already established, to maximise the synergy of the Trust, ensuring that the Trust continues to offer positive staff wellbeing and create opportunities for people to flourish and develop in their careers. Working with Trust Executive Leaders and headteachers they will also seek to further align evidence based school improvement with CPD, through systematisation, enhancing consistency and evaluation of impact.

Our schools serve contrasting communities within Sheffield including some which are characterised by poverty and disadvantage whilst others serve some of the most advantaged parts of the city. Our new CEO will welcome the richness of these contrasts and will value the need for our schools to maintain their identity whilst still being committed to the Trust. They will also bring knowledge of, and experience in, successfully addressing the gaps in achievement, aspiration, attainment and opportunity that such diversity can bring. They will recognise the benefits of effective transition for learners at all stages in their education, valuing the links afforded between our primary and secondary schools and wanting to further these.

TSAT operates a model of governance which gives our Local Governing Boards defined delegated powers. We believe this gives local communities a voice in their schools and a link to both the Trust Board and Trust Executive team. Our incoming CEO will be committed to this approach and bring fresh ideas and experience in working with local communities, ensuring those links are secure and that relationships with parents are both strong and positive. They will also have a deep understanding of MAT governance, be willing and able to work in an effective partnership with the Trust Board, accepting the rightful challenge Trust governance brings.

We believe Multi Academy Trusts have civic responsibilities and need to be outward facing. TSAT, through its Executive Team, headteachers and other colleagues, is committed to partnership working with the Local Authority, and other organisations delivering services for our children and young people. Our CEO will want to strengthen these partnerships and establish new ones, including working with other local MATs. They will be ambitious in raising the profile of the Trust locally, regionally and nationally for the benefit of the whole Trust.

Sustainability is essential to the success of all MATs. Our future CEO will understand the breadth of this issue and have clear thinking on how to achieve a sustainable Trust including developing and leading a growth strategy with a clear, agreed rationale reflecting TSATs vision and values. They must also understand the necessity for compliance within the regulatory framework and take responsibility in respect of statutory and legal requirements.

The world of education is ever changing and challenging - our new CEO must be an agile thinker, able to convey confidence, common sense and positivity, who will act with honesty, professionalism and integrity in meeting and addressing these challenges. They must be able to be a problem solver and team player as well as a first class leader.