

Cheshire Academies Trust

Be part of our Tribe



Regional Improvement Director

Recruitment Pack

February 2026



Cheshire Academies Trust
Inspiring hearts and minds

Be around the light bringers,
the magic makers, the world shifters.
They challenge you, break you open
uplift and expand you.
They don't let you play small with your life.
These heartbeats are your people.
These people are your
tribe.

Be part of our Tribe.



Welcome from the CEO

On behalf of Cheshire Academies Trust, I am delighted to extend a warm welcome to you as you consider the role of Regional Improvement Director.

Cheshire Academies Trust currently comprises of ten primary academies and one special school. Our Trust will grow to 13 primaries between now and September 2026 and will likely continue beyond that. Our schools are exceptionally strong with experienced leaders spearheading a continued drive to push the boundaries of excellence within our current primary and special settings. Our vision has been built to inspire the hearts and minds of all our staff so that our pupils can contribute to a better world. Our lens for disadvantaged and SEND allow us to see a truth about the effectiveness of our provision. It is through these that we will judge our impact, our capability, our capacity to make a difference, beyond that which may be attributed to advantage or need.

Our trust is supported by a dedicated team of educational professionals and leaders who are truly passionate about our schools. This team includes not only educational experts but also strategic and operational leaders who together foster a nurturing and ambitious environment for both our staff and pupils.

In your role as Regional Improvement Director, you will work closely with the Executive Team to further our vision of building a unique primary/special Trust and your leadership will be pivotal in supporting our schools to grow their capacity of expertise and enhance the overall quality of education provided.

We are seeking an expert leader who embodies our culture and has the ability to build strong relationships with our teams. You should possess a proven track record of educational improvement, outstanding communication skills, and the ability to inspire and lead teams through complex challenges. Strategic thinking, alongside a deep understanding of pedagogical development and curriculum innovation, will be essential to your success in this role.

Thank you for considering a career with Cheshire Academies Trust. This is a wonderful place to learn and work and we look forward to the possibility of you bringing your expertise and enthusiasm to our team. I am very happy to discuss any aspect of the role with potential candidates. If you would like to arrange an informal discussion, please contact carolefarrell@cheshireta.co.uk

Warm regards,

Steve Ellis
CEO





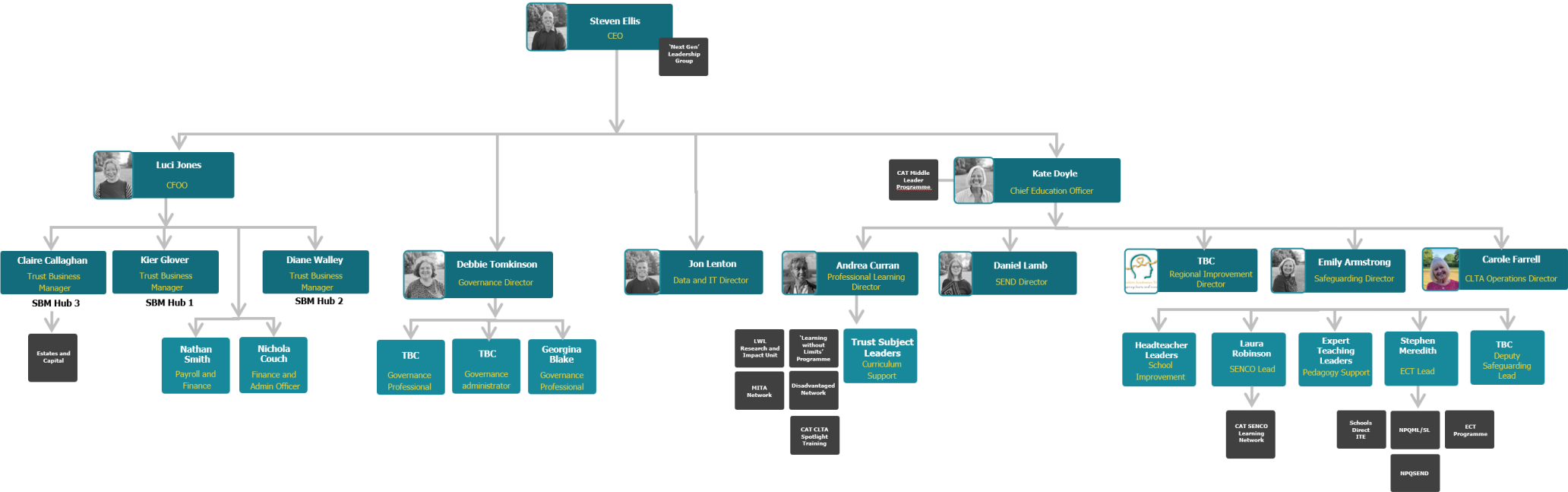
Our Schools and Teaching School (CLTA):



Joining in summer term



Our Central Team(September 2026)





Regional Improvement Director Vacancy

Cheshire Academies Trust is seeking to appoint an experienced and compassionate Regional Improvement Director. This pivotal role offers the opportunity to influence the educational experiences across our community of schools. The successful candidate will play a critical role in leading and developing strategies to enhance the overall educational effectiveness of our school, while importantly building the expertise and capability of our leaders and teams. This position involves working closely with the Chief Education Officer and other executive team members to ensure our schools not only maintain their current high standards, but also continue to improve, innovate and collaborate.

Key Responsibilities:

- **Executive Leadership:** Spearhead the development and implementation of innovative educational strategies that align with the Trust's vision and the broader objectives of Cheshire Academies Trust.
- **Academic Excellence:** Uphold and improve the academic standards across our school, ensuring that all pupils achieve their fullest potential.
- **Wider School Outcomes:** Foster a holistic and creative approach to education that encapsulates not only academic success but also the personal, social, and emotional development of our pupils.
- **Culture and Values:** Embodiment and promote the Trust's ethos to 'inspire hearts and minds' in order to support the Trust's strategic objectives and growth plan.
- **Develop the Trust's school improvement strategy:** Work with executive team to develop the overall school improvement offer, support and challenge school leadership and report schools effectiveness to the board.

The Ideal Candidate Will Possess:

- A proven track record of highly effective, strategic leadership within an educational setting.
- A robust understanding and experience of raising educational standards and school improvement ideally across more than one school.
- The ability to engage, influence inspire, and motivate individuals and teams.
- A commitment to inclusive education with a keen ability to provide advantage for our most vulnerable pupils.
- Possesses strong communication and interpersonal skills, with an exceptional ability to identify and address details and opportunities that others may overlook.
- A creative and innovative mindset, with the ability to implement forward-thinking, research based educational practices.
- A knowledgeable narrative about the potential barriers and multipliers that support or hinder SI
- An understanding about change processes and leading in a culture of change

We Offer:

- The opportunity to build an overall educational experience for pupils which is world-leading
- A supportive, committed Trust community
- An opportunity to be a key part of Cheshire Academies Trust's ambitious executive leadership team
- A culture that values and nurtures leadership, professional growth and career opportunity
- A permanent contract (subject to a successful 6-month probationary period)
- Annual salary progression within a national pay scale (performance-related)
- Membership of the Teacher Pension Scheme
- An annual flu vaccination
- Access to our 'green schemes' including cycle to work, electric cars and white goods

Application Process:

Interested candidates are invited to speak to the CEO and School Improvement Director as well as tour some of our school ahead of submitting an application on MyNewTerm.

Join us in shaping an ethical, courageous and innovative future at Cheshire Academies Trust.

Cheshire Academies Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Appointments will be subject to an enhanced DBS check and satisfactory references.

Job Description

Abridged Job Purpose

Post:

Regional
Improvement
Director

Salary:

L19-L24
Dependent on
experience

Location:

Hybrid (work
from
Home/Wirral/
Cheshire/
Liverpool)

Reports to:

Chief
Education
Officer

- Be an active member of the Trust's Executive Leadership Team;
- Contribute towards development and delivery of the Trust's three-year strategic plan, educational strategy and workforce development strategy
- Development of the Trust's school improvement model, associated plans and framework, in coordination with CEO, CEo and Professional Learning Director;
- Provide advice and professional expertise to support the strategic growth of the Trust, including active involvement in the Trust's due diligence process of new schools;
- Deliver and deploy co-ordinate targeted school improvement support for identified schools across the Trust;
- Provide robust support and challenge to leaders built on core practices, compassion and strong relationships;
- Analyse school and Trust performance data and utilise it to inform targeted support for schools and strategically plan and manage delivery of school improvement activities;
- Develop and deliver quality assurance systems across the Trust's schools;
- Produce reports to the CEO, CEo, Executive Leadership Team and the Trust Board on the quality of education, and the impact of school improvement activities;
- Contribute towards strategy and policy updates;
- Take strategic responsibility for Trust wide areas as allocated by the CEo.



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Person Specification

			Assessed by:	
No.	Categories	Essential or Desirable	App Form	Interview or Task
Qualifications				
1.	Degree educated;	E	✓	
2.	Qualified Teacher Status;	E	✓	
3.	Evidence of continuous professional development (minimum Leadership Qualification? Study beyond first degree etc)	D (E)	✓	
4.	Qualified to teach and work in the UK;	E	✓	
Experience				
5.	Strong record of educational leadership, significant experience as a Headteacher/Executive Leader or Senior Leader gained within a primary/special school setting;	E	✓	✓
6.	Demonstratable record of taking a school or group of schools to an Ofsted 'Good'/'Expected/Strong' or judgements as a Headteacher/Executive Leader;	E	✓	✓
7.	Experience of developing, influencing and motivating senior leaders to achieve success;	E	✓	✓
8.	Experience of writing, implementing and reviewing successful improvement plans and strategies that bring impactful change	E	✓	✓
9.	Experience of working as an Ofsted Inspector or LA School Improvement Partner	D	✓	✓
Abilities, Skills and Knowledge				
10.	Able to develop strategic awareness, peripheral vision, and see the bigger picture;	E	✓	✓
11.	Effective partnership working skills – able to build and draw on the strengths of others to generate outstanding results;	E	✓	✓
12.	Excellent knowledge of current educational policy, national initiatives and implications for in-school practices;	E	✓	✓
13.	Detailed knowledge of effective school improvement practices and extensive knowledge of effective intervention strategies to impact on school standards;	E	✓	✓
14.	Able to interpret complex data and produce reports that strategically review and evaluate resources and performance;	E	✓	✓
15.	Able to develop processes that encourage the sharing of best practice across schools and clusters of schools;	E	✓	✓
16.	Able to pursue challenging and rigorous questions and probe explanations;	E	✓	✓
17.	A strong sense of personal accountability and the ability to hold others to account, including senior school leaders;	E	✓	✓
18.	Able to work accurately with attention to detail, and be creative in approaching problem solving;	E	✓	✓
19.	Able to build strong working relationships with Trust Board and CAT members, Headteachers, and school staff at all levels;	E	✓	✓
20.	Able to prioritise, work efficiently and accurately, particularly under pressure, to deadlines and using own initiative;	E	✓	✓
21.	An understanding and commitment to safeguarding issues and promoting the welfare of children and young people;	E	✓	✓

Person Specification

Personal Qualities				
22.	A commitment to leadership of inclusive schools, where the needs of all children are met, including vulnerable pupils, those from disadvantaged backgrounds, those with SEND, and the most able;	E	✓	✓
23.	Adaptive and responsive to change;	E	✓	✓
24.	Holds and articulates the Trust guiding principles, leads with moral purpose, ethically and with integrity;	E	✓	✓
25.	Flexible; thrives on change, enjoys working at pace and able to respond to changing demands;	E	✓	✓
26.	Integrity and commitment to the Nolan principles of public office; display the highest levels of integrity and probity, and be committed to the highest levels of effort, endeavour and focus on standards;	E	✓	✓
27.	Personal resilience, persistence and perseverance with a positive mindset, optimistic and a good work companion at all times;	E	✓	✓
28.	Willingness to travel to Trust schools, and when necessary, work outside normal working days for public and other meetings, and to achieve deadlines.	E	✓	✓
29.	Have compassion and care above all things.	E	✓	✓

Candidates will be expected to outline their suitability for the role, aligned to both the job description and person specification via their letter of application. The interview process will be designed to offer candidates further opportunities to share and expand on their skills and experience. Shortlisted candidates will be required to provide evidence of their qualifications at interview and any offer of employment will be on receipt of acceptable references. The school may choose to make social media checks on shortlisted candidates, in line with Keeping Children Safe in Education 2023 (KCSiE 23) guidance.

How to apply

If you believe you are the ideal candidate for our Regional Improvement Director position and would like more information or to have an informal discussion with CEO and/or CEo, Kate Doyle, please email Carole Farrell at carolefarrell@cheshireta.co.uk.

To apply, kindly complete the application form via the MyNewTerm website and submit it highlighting your skills, qualifications, and experience relevant to the job description and person specification. All applications will be dealt with via the online applicant tracking system.

Note that we do not accept CVs and applications that include a CV will not be considered.

Cheshire Academies Trust is fully committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, and third parties to share this commitment. The recruitment process will involve safer recruitment practices, pre-employment background checks, and is subject to the receipt of satisfactory references prior to interview. Shortlisted candidates must provide proof of qualifications at the interview. An enhanced DBS check is also required and will be conducted before final confirmation of appointment.

We welcome applications from all suitably qualified candidates. Please be advised that we are unable to provide feedback on the shortlisting process. If you do not hear from us by, please consider your application unsuccessful on this occasion.

Post Start Date:

September 2026 or earlier by negotiation.

Visits to schools:

Woodchurch Road: 4th March 10am

Bexton Primary School: 16th March 2pm

Mill View Primary School: 10th March 10am

Closing Date: Friday 13th March at 12.00pm

Shortlisting: Friday 13th March

Interviews: 24th March – all day

We reserve the right to close advertisements early.



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