



Candidate Pack



Executive Director of Secondary Education

Pay point: L40 (Outer London) £141,442

Reference: RBSKD

Closing date: Noon, Thursday 14 May 2026

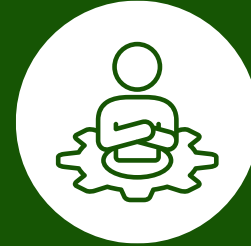
Contents



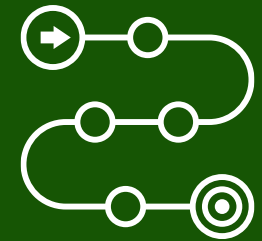
Introduction



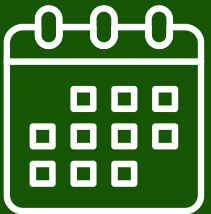
Who we are



The role



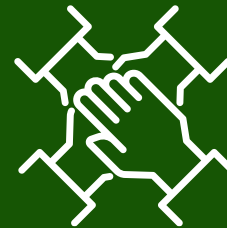
Application process



Expected timeline



Why join us?



Diversity and inclusion



FAQs & contact details

Introduction

Welcome from our CEO



Thank you for your interest in joining The Kemnal Academies Trust.

Kemnal exists to improve life chances for children and young people, and to strengthen the communities our schools serve. That responsibility demands high standards, professional integrity, and leaders who are prepared to take clear accountability for outcomes, safeguarding, and the broader experience of pupils.

We have set a clear **seven-year direction** for the Trust, focused on **Ambition, Community, Opportunity, Enrichment and Talent**. Delivering this strategy depends on disciplined implementation: strong schools, consistent standards, and a system that directs its full capacity to where it has the greatest impact.

We are now seeking an exceptional leader to take responsibility for secondary education across the Trust.

As a member of the Trusts Executive Committee, the **Executive Director of Secondary Education** is accountable for the performance, standards and improvement of all secondary schools. The role leads delivery across the Trust, ensuring that priorities translate into consistent practice, that performance is addressed with pace, and that every school delivers strong outcomes.

Crucially, this role goes beyond securing results within school. It ensures every young person is prepared for what comes next, progressing to ambitious destinations, and equipped with the knowledge, character and confidence to shape their own lives and contribute to their communities.

This is a role for a leader who is comfortable working at scale: setting direction, holding others to account, and building the capacity that sustains improvement over time. It requires clarity of judgement, a focus on what matters most, and a commitment to securing the best possible outcomes for every young person, both during their time with us and beyond it.

If you are motivated by the opportunity to lead secondary education across a complex organisation, to deliver measurable improvement through others, and to extend the impact of education beyond the school gates, we would be pleased to hear from you.

Russell

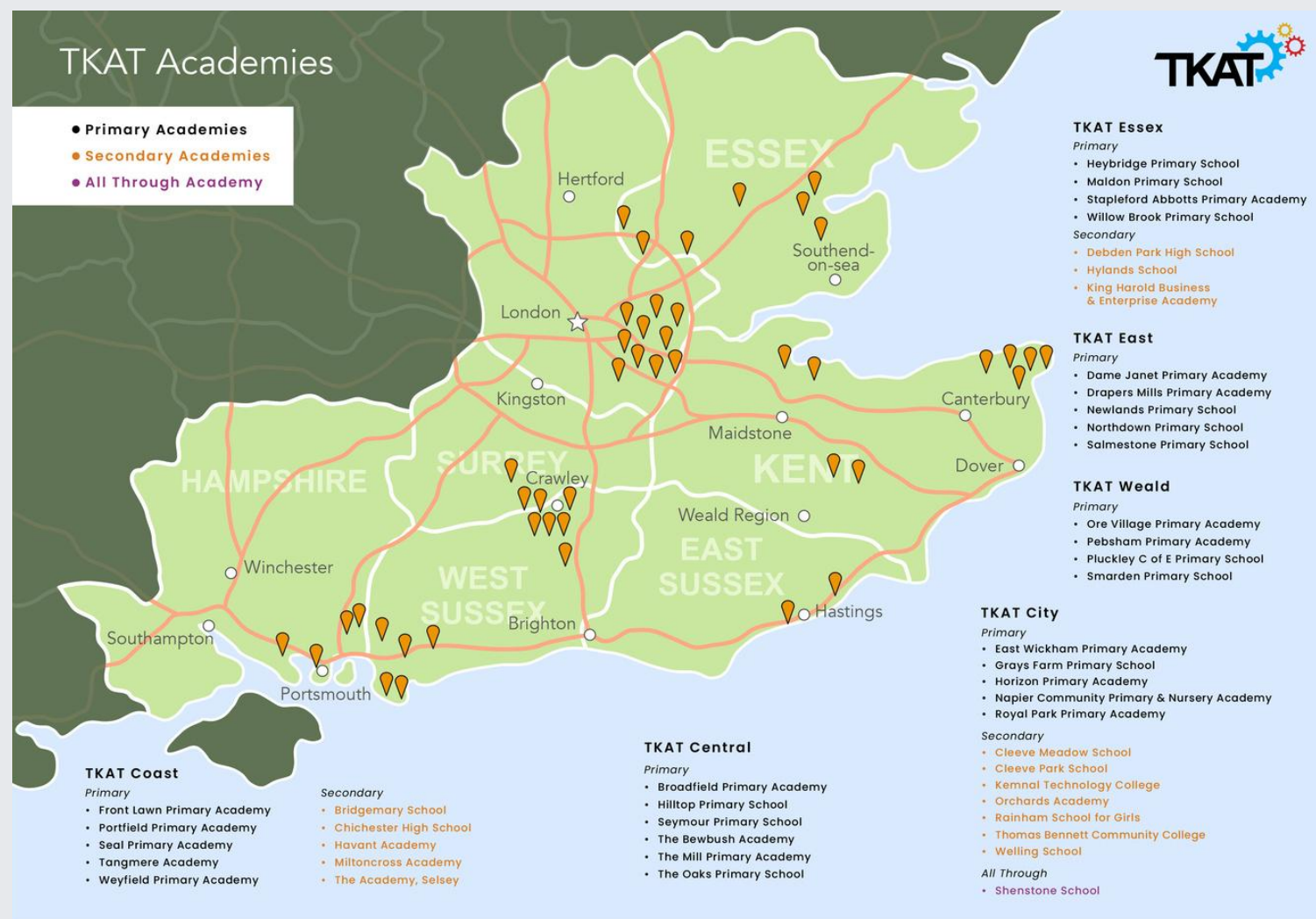
Russell Hobby
Chief Executive Officer

Who we are

We are a group of schools with ambition for every child and pride in the communities we serve. **We prepare young people for lives of opportunity and contribution by offering a broad and rich education** and we know that it is the talented people who work here who make this possible.

From our Headquarters based at The Atkins Centre in Sidcup, our Trust has grown to **one of the largest Multi-Academy Trusts in the UK**, with 45 schools.

Here is a look at all our primary, secondary, all through and special schools and their locations across six regions in the South and East of England.



[Introduction](#)[Who we are](#)[The role](#)[Application process](#)[Expected timeline](#)[Why join us?](#)[Diversity and inclusion](#)[FAQs and contact details](#)

The role

Role: Executive Director of Secondary Education

Reporting to: Deputy Chief Executive Officer

Salary: L40 (Outer London) £141,442 commensurate with experience

Location: Hybrid 3 days per week on-site

Contract Basis: Hybrid - 3 days schools/office 2 days home Sidcup Kent (Base)

Role Purpose

The Executive Director of Secondary Education is a member of the Trust's Executive Committee and provides strategic leadership for all secondary schools across the Trust. The role is accountable for broad and inclusive educational standards, safeguarding integrity, and leadership performance across our secondary schools. It ensures that Trust priorities translate into consistent, high-quality practice, and that every school delivers strong outcomes within a safe, ethical, and financially sustainable framework.

The Executive Director acts as the principal education adviser to the Deputy CEO and Board on secondary education (including post-16), shaping Trust strategy while ensuring disciplined implementation through Directors of Education and headteachers.

Above all, they make sure the young people we teach get the outcomes they deserve whatever obstacles may stand in the way - an education that prepares them for everything life has to offer.

Key Responsibilities

Educational Standards and Outcomes

- Lead Trust-wide secondary strategy for pupil outcomes, including attainment, personal development and extra-curricular participation, destinations, and inclusion.
- Ensure consistently high standards of teaching, curriculum, and assessment across secondaries.
- Hold accountability for safeguarding effectiveness and culture, including oversight of DSL practice.
- Lead strategies to increase outcomes for all, including pupil premium, SEND and all those who face additional barriers to learning and thriving.

School Improvement and Performance

- Ensure robust evaluation of school performance through secure use of data, insight, and on-the-ground intelligence.
- Direct intervention strategies where performance falls below expectations, ensuring pace and impact.
- Oversee School Improvement Planning across all secondary schools, ensuring alignment to Trust priorities.
- Ensure all schools are inspection-ready and meet regulatory and compliance expectations.

Leadership and Accountability

- Lead and hold to account Directors of Education for the performance, standards, and improvement of their schools.
- Ensure rigorous performance management of headteachers through clear expectations and measurable outcomes.
- Build leadership capacity across the schools in the trust, ensuring high quality appointments, strong succession planning and talent pipelines in partnership with the CPO.
- Provide strategic coaching and support to senior leaders, balancing constructive challenge with professional trust.

The role

Key Responsibilities

Trust Strategy and System Leadership

- Shape trust-wide education strategy as a member of the Executive Committee.
- Translate trust priorities into effective regional and school-level delivery.
- Act as the voice of schools in trust decision-making, ensuring priorities are realistic and sustainable.
- Lead cross-trust collaboration, ensuring strong practice is shared and no school operates in isolation.

Resource and Operational Oversight

- Ensure schools operate within agreed budgets, working in partnership with the CFO.
- Align curriculum and staffing models with financial sustainability and educational priorities.
- Ensure headteachers are supported in managing stakeholder relationships, including governance and community engagement.

Risk, Assurance and Compliance

- Identify emerging risks across schools, including safeguarding, culture, staffing, resources, and outcomes.
- Provide clear, proactive and transparent reporting to the CEO, Board, and Committees, ensuring no surprises.
- Ensure adherence to ethical standards, regulatory requirements, and trust policies across all schools.

Phase-Specific Leadership

- Lead implementation of secondary phase priorities including Key Stage 3 Curriculum and in particular the KS3 Foundational Curriculum , Key Stage 4 and 5 outcomes, and post-16 destinations.
- Ensure strong transition into and out of secondary education, including alignment with primary and post-16 pathways.
- Lead the delivery of trust-wide ambitions for pupil opportunity and progression.

Introduction

Who we are

The role

Application
process

Expected
timeline

Why join
us?

Diversity
and inclusion

FAQs and
contact details

The role

Leadership Profile

Essential

- Extensive experience leading improvement across multiple schools within a complex organisation, with accountability at scale.
- Proven track record of securing sustained improvements in pupil outcomes across more than one school.
- Direct experience of successfully turning around underperforming schools or reversing decline.
- Demonstrable ability to lead through others, holding senior leaders to account
- Highly effective people leadership, including developing senior leaders and building strong succession.
- Candidates must have Qualified Teacher Status.

Desirable

- Experience operating at executive level within a multi-academy trust or similarly complex organisation.
- Experience shaping and contributing to organisation-wide strategy beyond an individual phase or region.
- Broader leadership experience beyond education, strengthening strategic and organisational judgement

Leadership Behaviors

System Leadership

Shapes Trust-wide educational direction, aligning strategy with implementation.

Professional Accountability

Sets clear expectations and holds leaders to account.

Clarity and Prioritisation

Focuses effort on what has the greatest impact, protecting school capacity.

Respectful Challenge

Challenges performance and practice directly.

Collective Responsibility

Works across education and operations to deliver shared outcomes.

Sustained Delivery

Secures improvement over time.

Application process



Application:

Saxton Bampfylde Ltd is acting as partner and advisor to Kemnal on this appointment.

Candidates should apply for this role through our website at www.roles.saxbam.com using code **RBSKD**. Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.



Longlist and Interviews with Saxton Bampfylde:

A panel and Saxton Bampfylde will evaluate applications and identify individuals to be taken forward to be interviewed further by Saxton Bampfylde.

Shortlist:

A panel and Saxton Bampfylde will meet to share feedback from Saxton Bampfylde interviews with candidates to agree candidates to be invited for formal interview with the Trust.



Interview Stage: Panels

Shortlisted candidates will participate in a structured panel interview that focuses on their experience, professional competence, and alignment with the Person Specification. They will also participate in an engagement panel and situational test. Comprehensive details and guidance will be provided beforehand to help candidates prepare and showcase their best abilities.



Selection Process:

The panel will make selection decisions based on merit, extending an offer to the candidate who achieves the highest overall score during the interviews.



Offer Notification

We will inform you promptly about the outcome following the final interview. Please note that any offer will be conditional upon the successful completion of the Trust's pre-employment checks.

Expected timeline

We publish all key recruitment dates in advance to support a clear, fair and efficient selection process and to respect the time and commitments of everyone applying.

We ask candidates to review the timetable carefully and make arrangements to be available for the dates listed

The anticipated timetable is as follows:

 Advert closing date	Noon, Thursday 14 May 2026
 Shortlist	Tuesday 9 June 2026 <i>(For information only)</i>
 Panel interviews	Tuesday 23 June 2026 In person



Why join us?



Term Time only +

This is a Term Time Only role, enabling you to work during the school year with most school holidays free from work, supporting balance and recovery.



Headspace

We provide free, full access to a well being app that supports exercise, mindfulness, and everyday healthy practices.



Retail and Lifestyle Discount Scheme

We provide access to a national discount scheme offering savings both online and in store, supporting everyday living costs, and beyond.



Cycle To Work Scheme

We offer a cycle to work scheme, supporting affordable access to bikes and promoting active, sustainable travel.



Family Friendly Leave Policies

We support family life through flexible working and family-friendly leave, helping colleagues balance professional commitments with caring responsibilities at different life stages.



Counselling Support

We provide confidential counselling support 24 hours a day, 365 days a year for employees and their eligible immediate family members.

Why join us?

Teachers Pension Scheme

Your pension is a valuable part of your total reward package. A competitive contributory pension scheme where your pension will continue to provide valuable benefits for you and your family if you are too ill to continue to work or die before you retire.

A Strong Pension For Members

- A defined benefit pension, based on your career-average earnings
- Secure, inflation-linked income payable for life
- No investment risk for you; benefits are guaranteed by the scheme
- Pension build-up of 1/57th of your pensionable earnings each year
- Annual revaluation of your pension in line with CPI inflation
- Option to take a tax-free lump sum at retirement
- Member contribution rates are tiered by salary and deducted before tax

Our employer contribution

We make a significant contribution towards your pension, reflecting the value we place on long-term financial security for you

- The Teachers' Pension Scheme is funded through employer and member contributions and set by government valuation
- Our current employer contribution rate is 28.68% of your pensionable pay

Protection for you and your family

- Enhanced benefits if you retire due to permanent ill health
- Death in service: a tax-free lump sum of three times your pensionable pay
- Pensions for your spouse, civil partner or eligible partner
- Pensions for eligible children, providing ongoing financial support following your death



Diversity and Inclusion



Commitment to Diversity and Inclusivity

Kemnal is dedicated to being an inclusive employer. We aim for our workforce to reflect the communities we serve and welcome applications from people of diverse backgrounds. This includes those who have faced barriers to opportunity and underrepresented voices in leadership.

We believe leaders who understand lived experiences, either personally or through empathy, offer deeper insights into institutional functioning. This leads to better judgment, thoughtful decisions, and a vision for fostering belonging and enabling everyone to thrive.

A Culture of Belonging at Kemnal

At Kemnal, belonging is of utmost importance. We strive to create an atmosphere where everyone feels welcomed and respected, where expectations are high, and genuine support is provided. Here, colleagues are trusted to lead, contribute, and grow in alignment with our mission.

If you share our commitment to high aspirations for every child and believe in education as a pathway to agency, opportunity, and meaningful contributions, we invite you to apply and join us in creating positive and enduring ripple effects for our students and communities.

FAQs and Contact details

Who will be on the interview panel?

Panels usually include a mix of senior leaders and relevant specialists, chosen to reflect the role and ensure a fair and balanced assessment.

Will there be an assessment or task?

Some roles include a practical task or presentation. If this applies, you will be told in advance and given clear guidance on what to prepare.

How will I be informed of the outcome?

We will contact all candidates to confirm the outcome of each stage. Successful candidates will be contacted directly.

Will I receive feedback if I am not successful?

Yes. We provide role- and candidate-specific feedback to all interview candidates. We do this to support individual development, offer clarity on the decision made, and ensure a fair and transparent recruitment process.



Are reasonable adjustments available during the process?

Yes. We encourage candidates to let us know if they require any reasonable adjustments so we can support them throughout the recruitment process.

Are references and checks required?

All offers are subject to satisfactory references and relevant pre-employment checks, including safeguarding checks.



The Kemnal Academies Trust
The Atkins Centre
Kemnal Technology College
Sevenoaks Way
Sidcup
DA14 5AA

 020 3740

 www.tkat.org