



ACHIEVING MORE TOGETHER

OAT Regional Director

Reporting to: National Director for Education

Job Description

Key responsibilities:

- 1. To be responsible to the ND for Education for the education outcomes and standards of the academies in the region.**
 - To support and challenge the performance and standards of education within the region
 - To support and challenge the principals in the analysis of pupil level data in order to secure raising standards of progress and attainment
 - To support and challenge the principals within the region in order to bring about swift and incisive action which leads to an improvement in standards
 - To provide expert advice on approaches to raising standards within each of their academies
 - To review mobility and exclusion trends including the sign off of PX decisions
 - To contribute to pre-Ofsted preparation, Ofsted follow up and other academy reviews
 - To keep informed of local, national and international policy, practice and research in relation to academy improvement and advise accordingly

- 2. To be the line manager for the academy principals in the region and to work with academy principals to provide support, challenge and guidance as appropriate.**
 - To line manage the principals in the academies in the region
 - To conduct the performance management and reviews of the principal alongside the chair of governors
 - To agree challenging and meaningful targets for improved attainment by supporting OAT academies in self-evaluation and improvement planning
 - To review all end of KS exam performance and support and/or challenge accordingly
 - To visit the academies over the course of the academic year to review key areas of school performance.
 - To be the point of contact for dealing with any critical incidents in the region
 - Develop a plan for improvement within the region
 - Approve curriculum and assessment models in academies
 - Responsible for ensuring any risks or opportunities are flagged to the centre so that appropriate actions can be agreed

- Lead by example in adhering to all financial policies and processes
- Responsible for overseeing the curriculum led financial planning activities at a regional and academy level
- Support positive engagement with the IT Service (Central, Regional and Academy level) so that schools and IT service work effectively together and plan appropriately
- To be involved in the recruitment process of SLT colleagues within the academies

3. To oversee the delivery of services to academies from the OAT national teams.

- To oversee intervention strategies in the region
- To ensure that the academy receives high quality school improvement services through the OAT school improvement teams
- To liaise with Head of Academy Finance Director to ensure that the academies receives high quality financial advice and support
- To provide opportunities for academy to academy support through subject network meetings
- To provide opportunities for principals to meet and network within their region through regional principal forums
- To liaise with the local authorities, and other multi academy trusts, in the region and develop strategic partnerships that will further support the work and effectiveness of the academies in the region
- To ensure academies in the region are compliant with OAT's safeguarding policies and practices
- To oversee and react to complaints about the academy
- Working alongside the ND for Education, to liaise with regional school commissioners and DFE officials

4. To champion and promote the OAT ethos and purposes.

- To be an OAT reference point in the region; to create a sense of belonging to the OAT family of academies.
- To support the promotion of new OAT academies in the region and oversee their development within the national projects team
- To work with the academies to develop and disseminate highly effective practice both within and across the region and nationally
- To attend key events in the life of the academies in the region as the OAT representative
- To support OAT enrichment activities within the region
- To take on other national responsibilities as part of the OAT national academy team

Regional Director Person Specification

Knowledge and Experience

- Qualified teacher status (QTS/QTLS) and/or equivalent experience in holding a management role within an educational organization
- Experience of successful school leadership
- Trained to degree level, (or in exceptional circumstances with equivalent relevant experience)
- Experience of the successful management of complex relationships
- Experience of leading policy initiatives in education and school improvement in a regional or multi school capacity
- Detailed knowledge of school performance data and systems
- Evidence of driving change and developing high quality systems and procedures
- Evidence of being solutions focussed with the ability to think creatively, engage others in developing solutions and the ability to inspire others to achieve desired outcomes
- A proven track record of developing high quality and successful relationships with school leaders at all levels
- Project management knowledge and experience

Skills

- Ability to understand, analyze, and explain school performance data
- Ability to build and maintain strong, sensitive relationships at all levels with multiple stakeholders, including local and central government and the Department for Education
- Excellent use of interpersonal and communication skills, including public speaking, written and verbal
- Evidence of successful human and financial management
- Ability to interpret and implement new legislation and directives within the OAT ethos
- Excellent analytical skills that enable the successful planning and implementation of change
- Ability to manage priorities in a pressurised environment whilst meeting agreed deadlines/ timescales
- Acting as a pro-active self-starter able to respond quickly and flexibly to changing deadlines and targets
- Understanding of changing education policy and the academy movement
- Ability to influence and negotiate in public and political arenas

Personal qualities and attributes

- A dynamic and innovative vision of the post and its potential
- A demonstrable commitment to improving the life chances of pupils through transformational change in schools
- Possess integrity, personal credibility and gravitas which inspire commitment, enthusiasm and confidence

- A life-long learner who understands the importance of new ideas, taking risks and using challenges as an opportunity to grow and learn
- A willingness to personally embrace and celebrate the ethos and values of the organisation