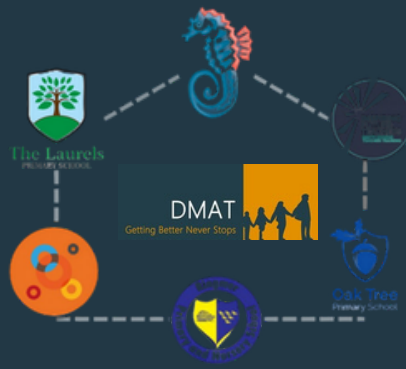




CHIEF EXECUTIVE OFFICER & ACCOUNTING OFFICER

(£136K - 148K PER ANNUM)



DURRINGTON MULTI ACADEMY TRUST



Welcome from the Chair of the Board of Trustees

On behalf of the Trust Board, I am delighted to welcome you as you consider the opportunity to become the Chief Executive Officer of Durrington Multi Academy Trust (DMAT).

We are a small but ambitious Multi-Academy Trust, comprising four schools, alongside a Research School and a School-Centred Initial Teacher Training provision. Together, these elements create a rich and dynamic organisation, united by a shared commitment to improving the life chances of children and young people through high-quality, inclusive and evidence-informed education.



Our Trust has grown by being firmly rooted in its values and core moral purpose. We believe unequivocally in the power of education to transform lives, and we are driven by a deep commitment to equity, excellence and opportunity for every pupil. These principles underpin every aspect of our work, from classroom practice to strategic decision-making and define the culture of collaboration, integrity and professional trust that characterises our organisation.

Having established a strong and secure foundation underpinned by financial stability we are now seeking a CEO who can lead the Trust into its next phase of growth and development, building on our existing strengths while ensuring that we remain focused on delivering the best possible outcomes for children and young people. We are looking for a candidate who will bring energy, fresh ideas and a forward-thinking mindset, while remaining firmly aligned with our values and moral purpose. The successful applicant will recognise that growth is not simply about scale, but about strengthening quality, deepening impact and sustaining a culture in which both our pupils, and the professionals who support them, thrive.

We have a great Board of Trustees who are committed to supporting and challenging our CEO to achieve these ambitions. We are proud of what the Trust has achieved to date, but we are equally clear that there is much that can be done. We are therefore seeking a leader who shares our determination, our optimism and our unwavering focus on making a difference to children, families and communities.

DMAT offers a distinctive platform for system leadership. The integration of our schools with our Research School and SCITT creates potentially powerful opportunities to connect research, practice and professional learning. We are seeking a CEO with a vision to build on this strength, further embedding evidence-informed approaches, developing leadership capacity at all levels, and ensuring that our work continues to contribute meaningfully to the wider educational system.

It is a pivotal appointment and an exciting opportunity for a leader who combines strategic clarity with a genuine passion for the role. The successful candidate will play a central part in shaping the long-term direction of the Trust, strengthening partnerships and ensuring that DMAT continues to grow in a sustainable, purposeful way.

If you are a values-driven leader with the vision, integrity and drive to lead our Trust into its next chapter, we very much look forward to hearing from you. We warmly welcome visits to the Trust in advance of an application.

Niki Thomas
Chair of Trustees

Welcome from the CEO



Thank you for your interest in becoming the next Chief Executive Officer (CEO) of Durrington Multi Academy Trust (DMAT).

Stepping away from a role you truly love is never easy, but as I prepare for my retirement, I do so with an immense sense of pride in what we have built—and a profound excitement for the person who will lead this exceptional Trust into its next chapter. I can say with absolute certainty that this is a brilliant job.

Durrington Multi Academy Trust is a remarkably special place to lead. We are defined by a deeply ingrained culture of strong moral purpose, high expectations, rigorous academic standards, and an unwavering, evidence-informed approach to teaching and learning, but what truly sets DMAT apart is our heart. We are an exceptionally warm and deeply values-driven community. 'Team' runs through all that we do. Our staff are deeply committed, our governors and trustees provide strong support and challenge, and our young people, staff and communities are an absolute privilege to work for.

As CEO, you will inherit a trust in a position of distinct strength, with everything in place to grow and add to our family of schools. We have an excellent central team and group of headteachers, and a super SCITT and Research School. This is not a turnaround project but a golden opportunity to take a high-performing, deeply respected educational community and shape its long-term future. You will have the support to grow and expand our impact, whilst ensuring that every single pupil across our academies receives a truly excellent education.

We are looking for an inspirational, visionary leader who matches our ambitions. You will need to be someone who pairs a sophisticated understanding of educational excellence with the strategic, commercial acumen required to navigate the modern trust landscape. More than that, you must be a leader with a strong and successful track record of school improvement and system leadership who leads with humanity, integrity, and a passion for unlocking the potential of both staff and pupils.

If you are a driven leader looking for a role where you can make a profound, lasting impact, surrounded by people who will support you to succeed, I urge you to apply. This role has been an immense privilege, and I know it will be equally rewarding for you.

I wish you every success with your application. Please do contact us for a call and /or visit

Sue Marooney.

Sue Marooney MBE
DMAT CEO



About DMAT

Our Trust



Durrington High School



The Laurels Primary School



Oak Tree Primary School



Ringmer Primary & Nursery
School



Durrington Research School



South Downs Teacher Training

Contact

☎ 01903 705631 or 07496 850063

✉ recruitment@dmat.education

🌐 www.dmat.education

👤 [@dmateducation](https://www.instagram.com/dmateducation)

Our Core Principles



Durrington Multi Academy Trust is driven by moral purpose. At DMAT we believe children only get one chance at education. Our moral purpose is to ensure that every child achieves and succeeds, whatever their starting point.

Everything we do is driven by three core principles:

- **Excellence:** high-quality education in every classroom for every child
- **Aspiration:** a relentless belief that all can achieve beyond expectations
- **Transformation:** improving life chances for young people and their communities

DMAT's approach is built around partnership. We support school leaders to focus on the work that matters most: improving teaching, strengthening culture, and securing excellent outcomes for pupils.

Our central team provides expert support across finance, HR, operations, estates, governance, compliance, and school improvement. This enables leaders to spend more of their time on children, staff, and the quality of education.

The Trust has a sustained focus on developing people. The presence of Durrington Research School and South Downs Teacher Training gives DMAT a distinctive strength in teacher development, evidence-informed practice and system leadership.

The next CEO will lead an organisation with a strong platform, clear values and considerable potential to deepen its impact across its current schools and beyond.

Our staff are our most important asset. Our colleagues are hard working and totally committed to ensuring the best education for every pupil.

Strategic Priorities 2026-2030

Excellent
Education

People Strategy

GETTING BETTER NEVER STOPS

at

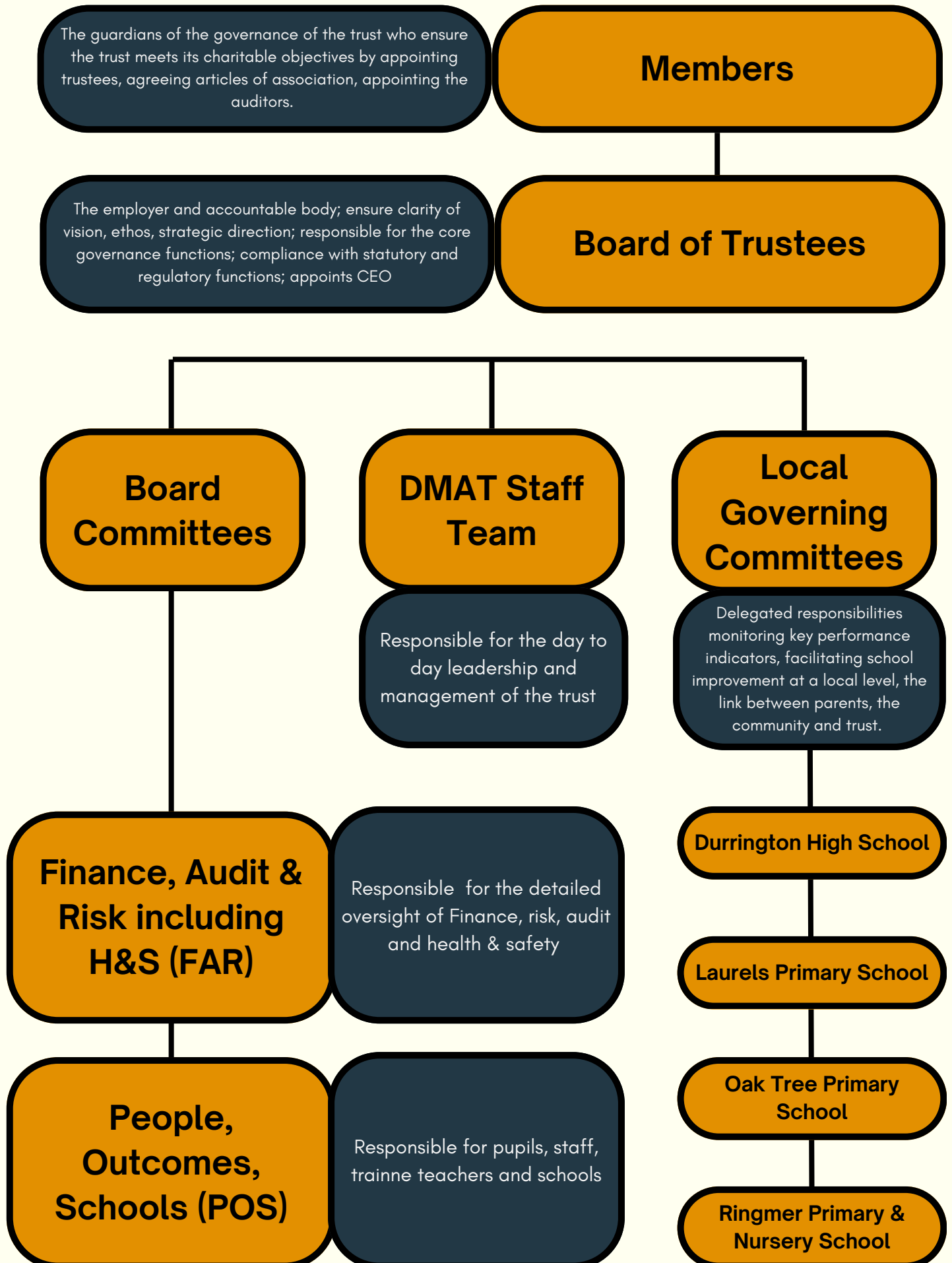


because

EVERY CHILD IS ENTITLED TO AN EXCELLENT EDUCATION

Trust Growth &
Development

Financial &
Operational
Sustainability



Our Schools & Organisations



Durrington High School

PAN: 330 | Roll: 1581 | Distance from MAT: On site | OFSTED: Good

DHS is the founding school within DMAT. We are *proud* of our exceptional staff and the outstanding achievements of our students, reflected in consistently strong academic outcomes across all subjects, securely above national averages. This success is underpinned by outstanding facilities, including a state-of-the-art performing arts centre and modern sports hall, which enrich both the curriculum and wider school experience. Our ambitious, values-driven leadership sets a clear strategic direction, guided by our motto: *"Going beyond our best through kindness, aspiration, perseverance and pride"*.

We possess an unwavering commitment to ensuring that every student thrives, achieves, and feels a strong sense of belonging. High expectations and consistently strong standards underpin a calm, warm, and purposeful environment in which students can flourish. We are deeply rooted in our local community, working in strong partnership with families and stakeholders to support and enhance the life chances of all young people.



**Chris Woodcock & Shaun Allison -
Co-Headteachers, Durrington High School**

We place evidence-informed practice at the heart of everything we do, delivered through a rigorous and engaging curriculum that equips students with the powerful knowledge they need for future success.



The Laurels
PRIMARY SCHOOL

The Laurels Primary School

PAN: 30 | Roll: 190 | Distance from MAT: 1 Mile | OFSTED: Good



**Charlotte Bull -
Headteacher, Laurels Primary School**

Laurels Primary School is a highly inclusive, community-focused one-form entry school where strong relationships and a shared commitment to continuous improvement underpin our success. Guided by our motto 'Getting better never stops', we have created a culture in which pupils are known as individuals, staff work collaboratively and high expectations are matched by genuine care and support.

As a small school, our greatest strength is our people. Recent staff survey feedback highlighted the exceptional team spirit, strong professional relationships and pride that staff feel in working at Laurels. Pupils benefit from ambitious teaching, strong pastoral support and a rich personal development offer while staff embrace innovation and professional growth. We are proud to be a school that combines a strong individual identity with a commitment to collaboration across DMAT, contributing positively to the Trust's shared ambition for every child to thrive.

Our Schools & Organisations



Oak Tree Primary School

PAN: 90 | Roll: 405 | Distance from MAT: 20 miles | OFSTED: RI

Oak Tree is a large primary school serving the Burgess Hill community in West Sussex. The school currently has 405 pupils on roll and significant capacity for future growth, with space for more than 600 children. Following its transfer into the Trust in January 2025 and subsequent rebranding as Oak Tree Primary School, the school has embarked on an ambitious programme of improvement. The completion of a strengthened leadership team in February 2026 has accelerated this journey, bringing renewed clarity, energy and focus to addressing barriers to learning and securing the best possible outcomes for all pupils.



**John Smith -
Headteacher, Oak Tree Primary School**

At Oak Tree, there is a shared commitment to ensuring that every child is supported to achieve their full potential. The school's values underpin all aspects of its work, fostering a culture of high expectations, inclusion, and aspiration. Staff are united by a belief that, by working together, anything is possible for the children and families they serve. This is a school with momentum, optimism, and a clear sense of purpose. It is an exciting place to work where positive change is already making a tangible difference and where there remains considerable opportunity to shape the next stage of its development.



Ringmer Primary & Nursery School

PAN: 45 | Roll: 372 | Distance from MAT: 24 Miles | OFSTED: Good



**Anna Crompton -
Headteacher, Ringmer
Primary & Nursery
School**

Ringmer Primary and Nursery School joined DMAT in March 2025 and is a thriving, vibrant space at the heart of our growing village community. As a one-and-a-half-form entry school, it takes pride in being Ringmer's sole Early Years provider. Our popular nursery regularly operates with a waiting list. Welcoming children from ages 2 to 11, our school is defined by a singular, powerful vision: Together we belong, together we achieve, together we shape tomorrow. This ethos comes to life every day through an inclusive and collaborative atmosphere, where every child is valued, individual milestones are celebrated, and learners are empowered to become responsible, lifelong global citizens.

This vision guides everything from our forward-thinking school improvements to everyday classroom provision. The school creates a rich and diverse environment where children truly flourish. By actively removing barriers to learning, Ringmer learners feel safe, happy, and inspired to reach their full potential. None of this would be possible without the exceptionally skilled, hardworking staff team, whose dedication is mirrored by a deeply supportive school community that recognises and values the lengths the school goes to for its families.

Our Schools & Organisations

A distinctive feature of DMAT is that its work extends beyond its individual schools. Through Durrington Research School and South Downs Teacher Training, the Trust contributes to teacher development and evidence-informed improvement across the wider system.

This creates both opportunity and responsibility. The Trust is well placed to support professional learning, strengthen recruitment pathways, develop future teachers and share effective practice beyond its own schools.



Durrington Research School

Durrington Research School is part of the national EEF Research Schools and supports schools by translating educational research into practical classroom strategies through training, bespoke support and collaboration. The Research School plays a key role in strengthening teaching quality, professional development and school improvement across DMAT and the wider region, enabling staff to adopt approaches which have proven impact on pupil outcomes

**Ben Crockett & James Crane -
Co-Directors, Durrington Research
School**



South Downs Teacher Training

(previously known as The South Downs SCITT) is based at Durrington High School with partnerships across West Sussex and Brighton and Hove. A highly regarded organisation with strong external validation and part of Inspiring Future Teachers, offering training in general primary education (five to 11 years) and secondary (11 to 16 years). Graduates from South Downs Teacher Training typically go on to teach in our own and many other local schools.

**Neil Feist -
SCITT Programme Leader**





Why Choose Us?



Our people tell the story best

At Durrington Multi Academy Trust, we believe that exceptional schools are built by exceptional people. This year we introduced our first independent, trust-wide workforce survey through Edurio, benchmarking our results against more than 82,000 education professionals nationally.

The results show a culture where staff are proud of their schools, committed to their pupils and positive about the support they receive.

Staff who would recommend their school to parents

+16% above national benchmark

Overall job satisfaction

+9% above national benchmark

Level of professional support

+7% above national benchmark



Our Staff Benefits



Virtual Doctor Service: 24/7 GP access with online consultations from home or work.



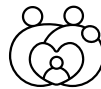
Counselling & Wellbeing Support: Confidential help when you need it.



Save money with discounts on food shopping, gyms, cinemas, holidays, and more from over 9,000 top brands.



Legal & Medical Advice Lines: Expert guidance at your fingertips.



Family Cover Included: Children under 18 at no extra cost.



Secure, excellent pension schemes with Teacher Pensions & Local Government Pension Scheme



Free onsite parking



Cycle to Work Scheme

**DMAT STAFF HAVE
ALREADY SAVED
OVER £20,000 IN
MEDICAL COSTS
SINCE APRIL 2025**



JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER



PURPOSE, ETHICS & PROFESSIONAL CONDUCT

A leadership role that combines strategic vision with operational excellence.

The Chief Executive Officer will be the key driver in delivering the Trust Board's agreed strategic objectives and achieving the Trust's vision and purpose. This is a role that requires educational credibility, organisational acuity, financial discipline and the ability to lead through others.

The CEO will champion excellence and equity for every pupil, and secure DMAT's long-term sustainability and public value:

- Secure an excellent education for all children and young people within DMAT, advancing education for the public benefit
- Lead the Central Team to ensure the Trust and its schools deliver strong outcomes, remain sustainable and continue to improve
- Model the highest standards of ethical leadership and professional conduct, reflecting the Seven Principles of Public Life

CEO CORE RESPONSIBILITIES

Strategic leadership, values, culture and strategy

- Establish and sustain the Trust's values, culture, growth and strategic direction in partnership with the Trust Board
- Provide clear strategic leadership so the Trust achieves its priorities, strengthens capacity and remains sustainable.
- Create a safe, inclusive and positive culture across the Trust and its schools.
- Translate strategic priorities into clear Trust-wide objectives, delivery plans and performance measures.
- Lead the design of Trust-wide structures and systems to meet requirements and manage change effectively.
- Maintain an effective balance between Trust-wide coherence and the distinctive identity and strengths of individual schools.

JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER



Finance, sustainability and compliance

- Discharge financial responsibilities as Accounting Officer, ensuring probity and value for money
- Lead, through the Chief Operational Officer & Chief Finance Officer, the delivery of effective central services and high-quality operational support across the Trust
- Ensure robust risk management and compliance systems are in place
- Oversee Trust-wide resources, systems and operational performance to ensure efficient, effective and sustainable delivery
- Ensure compliance with statutory and legal requirements. including safeguarding

People, culture and leadership capacity

- Build and develop the Central Team and Headteachers to secure strong outcomes, effective collaboration and best value
- Lead and implement a Trust-wide people strategy, including talent development, workforce wellbeing and leadership capacity
- Ensure high-quality employment practices promoting equality, diversity and inclusion
- Ensure effective talent management and succession planning to strengthen long-term leadership capacity across the Trust.
- Address underperformance with clarity, fairness, and professionalism

Accountability & Governance

- Promote a strong culture of accountability across the Trust.
- Understand the regulatory framework and ensure compliance
- Maintain a strong and effective relationship with the Trust Board
- Ensure the Trust Board receives timely, accurate and insightful information to support effective decision-making and accountability
- Act as a credible public representative for the Trust, ensuring clear communication with media, partners and stakeholders
- Minimise overlap between Central Team and governance functions
- Build and sustain effective relationships with key external stakeholders, partners and agencies
- Build and sustain effective relationships and convene regular strategic dialogue with Headteachers and Local Committee/ Governing Body Chairs to strengthen alignment, accountability and collaborative leadership.

JOB DESCRIPTION

CHIEF EXECUTIVE OFFICER



System leadership and civic responsibility

- Lead the Trust's approach to community engagement and public accountability
- Foster collective leadership and collaboration across the education sector and the wider community
- Influence externally and build confidence with regulators, policymakers, civic leaders and strategic partners
- Provide public assurance of probity
- Support the Trust Board in building strong stakeholder relationships
- Promote an inclusive ethos, valuing diversity and cohesion

Accounting Officer Responsibilities

- Adhere to the Seven Principles of Public Life
- Give assurance of probity in public funds management.
- Oversee financial transactions and prevent loss or misuse.
- Complete the annual statement of regularity and compliance
- Advise the Board where intent conflicts with governance documents
- Notify DfE of breaches
- Provide high-quality reporting to Trustees.
- Clear risk management and escalation
- Strong internal controls and compliance
- Demonstrate openness, transparency and professional trust

PERSON SPECIFICATION



CHIEF EXECUTIVE OFFICER & ACCOUNTING OFFICER

Category	Criteria
Essential	Strategic Leadership, Values, Culture and Strategy • At least five years' successful secondary headship experience* • Significant system leadership experience with demonstrable impact within a trust, local authority or similar setting • Proven record of leading sustained improvement and strong outcomes at scale • Experience of strategic planning, organisational development and change • Values-led, resilient and credible leadership experience • Ability to inspire, build relationships and influence at all levels • Strong communication and interpersonal skills • Experience of leading sustained improvement in challenging circumstances Education Quality and School Improvement • Strong knowledge of evidence-informed education, school improvement and curriculum quality • Strong understanding of data, assessment and accountability measures • Demonstrable track record of improving outcomes for children and young people • Strong commitment to inclusion, equity and high expectations for all pupils

*consideration will be given to candidates with exceptional non-secondary phase experience

PERSON SPECIFICATION



CHIEF EXECUTIVE OFFICER & ACCOUNTING OFFICER

Category	Criteria
Essential (continued)	Finance, Sustainability and Compliance • Experience of effective financial oversight, risk management and value for money • Strong understanding of governance, accountability and compliance • Knowledge of operational systems and central services (including HR) • Understanding of the responsibilities of an Accounting Officer within a public sector or trust environment People, Culture and Leadership Capacity • Knowledge of workforce development, talent management and organisational culture • Experience of developing senior leaders and leadership capacity • Experience of creating high-performing, collaborative teams • Commitment to equality, diversity, inclusion and staff wellbeing Accountability and Governance • Experience of working effectively with boards, governors and senior leaders • Strong grasp of trust leadership, regulation and ethics • Understanding of governance frameworks and regulatory requirements • Ability to provide assurance, accountability and strategic challenge • Experience of working constructively with multiple stakeholders and governance bodies

PERSON SPECIFICATION



CHIEF EXECUTIVE OFFICER & ACCOUNTING OFFICER

Desirable

- Relevant higher level professional qualifications

Personal Qualities

- Moral purpose: A deep commitment to inclusive education, equality of opportunity, and safeguarding all pupils
- Strong emotional intelligence, compassion and high resilience: The ability to navigate complex challenges, motivate diverse teams, and maintain a calm, authoritative presence under pressure



THE SEVEN PRINCIPLES OF PUBLIC LIFE

The values that underpin leadership, governance and decision-making across Durrington Multi Academy Trust.



SELFLESSNESS

Act solely in the public interest, placing children, young people and communities at the centre of every decision.



INTEGRITY

Avoid improper influence, declare interests openly and act with honesty and impartiality at all times.



OBJECTIVITY

Make decisions fairly, on merit and informed by evidence, free from bias or discrimination.



ACCOUNTABILITY

Accept responsibility for decisions and actions and welcome appropriate challenge and scrutiny.



OPENNESS

Operate transparently and share information openly wherever lawful and appropriate to do so.



HONESTY

Be truthful, straightforward and trustworthy in all professional relationships.



LEADERSHIP

Demonstrate these principles through actions and behaviours, setting the standard for others to follow.

Leadership at DMAT is rooted in service, integrity and a relentless commitment to improving the life chances of children and young people.

SAFEGUARDING

Durrington Multi Academy Trust is committed to safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment.

It is a core expectation of every member of staff to safeguard the well-being of every child and young person within the Trust. Staff are supported through regular training and are expected to adhere to the Trust's Safeguarding and Child Protection Policy at all times.

In addition to statutory pre-employment checks, the appointment will be subject to an enhanced DBS check, safeguarding background checks, references and interview processes appropriate to the role.

DMAT is an equal opportunity employer. We welcome the unique contributions that individuals can bring to the Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expression, national origin, age, languages spoken, religion, disability, sexual orientation and beliefs.





HOW TO APPLY

Please apply using this link, or by scanning the QR code below. Please upload a supporting statement (maximum of 2 A4 pages) to include:

- Why you would like to be appointed to this role and lead DMAT
- How the impact and experiences you have had make you a strong candidate

We understand the value of AI tools; however, supporting statements should be an authentic reflection of your own experience, achievements and leadership philosophy, as these will be explored throughout the selection process.

We welcome contact from you. To arrange a conversation, visit or a phone call please contact: recruitment@dmat.education
01903 705631 or 07496 850063

Closing date: 9am Monday 28th September 2026

Shorlisting: Thursday 1st October 2026

Interview dates: Tuesday 13th & Wednesday 14th October