

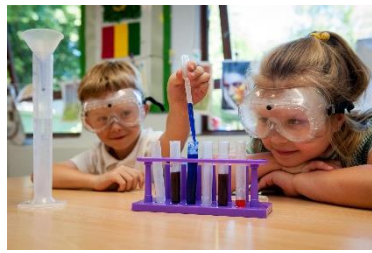


Durrington Multi Academy Trust is
seeking a

Director of Primary Education



Welcome to Durrington Multi Trust



The Director of Primary Education role is a newly created post. This is such an exciting time to join DMAT and we are looking to recruit an exceptional individual to join our team.

The successful applicant in conjunction with the CEO, Deputy CEO and Headteachers will enhance the educational experience of our pupils, in line with the Trust's vision, strategic aims and objectives. You will be an outstanding leader, with proven impact on pupil outcomes and school performance.

DMAT currently consists of one secondary, 3 primaries, the Durrington Research School and the South Downs SCITT. This role has been created to support our schools improve further, add primary expertise to our central team and to support the growth of DMAT.

The work will be extremely rewarding. All DMAT colleagues, irrespective of their role are focused on ensuring every child gets the best possible education, regardless of their starting point. To achieve this, you need excellent staff who are happy in post and feel valued and motivated to help our children succeed. Our decisions and strategy are value-led and always with our pupils and staff at the heart of our decisions.

You will enjoy working in a dynamic environment where no one day is the same. We work as a team and a willingness to 'muck in' and do what needs to be done, as well as the ability to manage your own workload and continued development with alignment to DMAT's values and ethos is key. Our moral purpose underpins all that we do.

In return we offer a competitive salary and the unique opportunity to develop the role. You will be part of a small, friendly, highly focused team, who are always looking to improve: Getting better never stops.

If you have questions prior to applying please contact me via kcopley@dmateducation to arrange a call.



Sue Marooney MBE
CEO

The Role

Director of Primary Education

Hours – Full time; potential for 0.8

Salary - L21-25 £84,699-£93,424 depending on prior impact and experience

Responsible to- Chief Executive Officer

Terms and conditions – Teacher terms and conditions

Required from - 1st Jan 2026 or sooner

Purpose of the role

In conjunction with the CEO and Deputy CEO, responsible for Trust effectiveness and specifically for the strategic development of school improvement services to the Trust primary schools, supporting staff development and school leadership.

An outstanding leader, who is able to support the development of the vision, values and ethos for the Durrington Multi Academy Trust and who will inspire and empower others to share in achieving it. The Director of Primary Education will be accountable to the CEO and the Board of Trustees, taking responsibility for the development and performance of primary provision within the Trust. A driven leader who will be committed to supporting our super headteachers as they lead our schools to improve further. The Director of Primary will, alongside the Trust Leadership Team, develop cross phase and transition links, working with our Research School to ensure that CPD opportunities are available for all staff. The Director of Primary will have experience of all stages of the primary phase, proven impact as a headteacher together with a deep understanding of curriculum, pedagogy and school improvement.

Key responsibilities

Strategic

- Develop and support the growth of the Trust with the CEO and Deputy CEO in accordance with the Trust Board's and schools' stated vision, aims, objectives and values.
- Support the development and review of the Trust Improvement Plan and other key documents including regular data reports.
- Support and develop a culture of sustained improvement and be an inspirational leader committed to the highest expectations in all areas of the Trust's work.
- Develop and sustain highly effective relationships with our headteachers and local committees the Regional School Director (RSD), Local Authorities, the Department for Education (DfE) and all stakeholders.
- Ensure our educational vision, 'The Six Pillars' are enacted with fidelity across DMAT.
- Keep stakeholders informed of developments locally, regionally and nationally including legislation, OFSTED, new initiatives and changing practice.

Leadership and Management

- Highly visible across our schools, working with head teachers and leaders to drive improvements.
- Be proactive and drive the delegated strategic priorities ensuring that the Trust improvement plan is fully aligned and in tune with the local schools' plans.
- With the support of the CEO and Deputy CEO, contribute to the development of the central Trust team and central service provision, in particular school improvement.
- Lead, monitor and analyse all primary related data; ensuring strategies are in place to enable our schools to improve further.
- Provide on-site support/leadership when required.
- Develop and lead where appropriate cross school groups to support staff development and school improvement, reflecting the trust values and vision.
- Lead on the schools' responses to quality assurance processes, supporting the individual school action plan and CPD.
- Carry out Head Teacher appraisals, leading on objective setting and review with the Chair of the Local Committee.
- Be outward looking, building and securing networks within the Trust, locally and nationally.
- Support through day-to-day working and in accordance with Trust-wide policies to ensure that the Trust meets all legislative and statutory requirements, including Health and Safety, Safeguarding and Data Protection.
- Attend Board of Trustee/ Local Committee meetings as required and deliver presentations/reports on specific areas of focus including required progress, improvement, outcomes and growth.
- Able to provide excellent advice and support to schools in relation to inspections.

Teaching & Learning/School Improvement

- Be accountable for all aspects of Teaching and Learning and standards across the primary schools in the Trust, set high professional standards and ensure the educational vision is understood and embraced.
- Be responsible for developing and leading the process for primary school improvement across the Trust, providing quality assurance and accountability; this will be achieved through a rigorous and robust system of target setting which will be reviewed and reported regularly to the Trust Board.
- Ensuring the curriculum across trust primary schools are rigorous, well sequenced and coherent, allowing all children to thrive.
- Ensuring that teaching in all trust primary schools is shaped and aligned to the trust approach to teaching and practice is evidence informed DMAT Principles in Practice (PiPs) are central to this.
- Ensuring that assessment across the trust has strong levels of reliability, accuracy and validity – so that all children are supported in their learning journey and that teachers can be responsive in their teaching.
- Ensuring that these three aspects allow all children to thrive and be successful, across all trust primary schools.
- Ensuring that disadvantaged and SEND pupils are effectively supported to enable them to thrive.
- Provide advice and support as required in relation to behaviour, safeguarding, attendance and suspensions/ permanent exclusions.

Whilst every effort has been made to explain the main duties and responsibilities of the post, each individual task needing to be undertaken may not be identified. The postholder will be expected to comply with any reasonable request from the CEO to undertake work of a similar level that is not specified within this job description. Any such duties should not however substantially change the general character of the post.

Person Specification

Attributes	Essential	Desirable
Qualifications/ Training	<ul style="list-style-type: none"> • Qualified Teacher Status (QTS) • NPQH 	<ul style="list-style-type: none"> • NPQEL or other leadership qualifications.
Skills/ Abilities	<ul style="list-style-type: none"> • Ability to analyse data and translate it into effective actionable strategies. • Highly effective communication and interpersonal skills; verbal and written. • Ability to build strong and effective relationships with stakeholders at all levels. • Strategic mindset and ability to develop, monitor and implement improvement plans. • Proven track record of using research evidence to shape practice so that it impacts on school improvement. • Ability to have candid conversations providing professional challenge and support. • Ability to work at pace, across multiple work streams. • Invests time in working with colleagues. • Ability to lead staff/governor groups effectively. • Ability to deliver effective CPD to staff/ other groups • Willingness to learn about the secondary educational elements that support effectiveness in this role 	<ul style="list-style-type: none"> • Ability to foster collaboration and shared learning across schools. • Innovative approach to curriculum design, pedagogy and assessment.
Experience/ Knowledge	<ul style="list-style-type: none"> • Successful primary headship experience and impact in role (minimum 4 years). • Proven leadership impact and experience in a range of settings /same school which has improved significantly. • Strong track record of improving outcomes in schools. • Able to effectively support local committees and trustees. • Excellent knowledge of the primary curriculum, teaching and assessment. • Strong understanding of Early Years. 	<ul style="list-style-type: none"> • Experience of Headship in more than one school. • School improvement experience working with other schools or within a MAT. • Experience in designing and delivering CPD programmes. • Understanding the role of AI within schools.

Additional attributes		<ul style="list-style-type: none"> • Experience of schools in a challenging/outstanding context.
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Safeguarding

Durrington Multi Academy Trust is committed to the safeguarding and wellbeing of all our students and staff. It is a core expectation of every member of staff to safeguard the wellbeing 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 the statutory pre-employment checks, this appointment will be subject to an enhanced DBS check, a safeguarding background check and interview.

Durrington Multi Academy Trust is an equal opportunity employer and we welcome the unique contributions that everyone can bring to Durrington Multi Academy Trust in terms of education, opinions, culture, ethnicity, race, sex, gender identity and expressions, nation of origin, age, languages spoken, colour, religion, disability, sexual orientation and beliefs.

What we can offer you

- Employed on Teachers pay and conditions.
- All DMAT employees are automatically enrolled into HSF Health Plan on starting employment with DMAT as staff benefit which allows staff to claim back on everyday medical costs such as dental, optical and practitioner costs such as physiotherapy, chiropractic, osteopathy, private healthcare treatments. Staff have the option to increase their level of cover and include immediate family members.
- Through HSF all staff have immediate access to HSF Assist, an employee assistance programme featuring a GP advice line, virtual doctor, counselling service and legal support. As well as access to HSF Perk Box offering discounts on gyms, entertainment, retail and travel.
- All employees are automatically enrolled into the excellent Teacher's pension scheme.
- Strong investment in your professional development through high quality support and training programmes.
- Work with like -minded, highly motivated colleagues who genuinely want to make a difference to children. Our moral purpose to give children an excellent education underpins in all that we do.
- Be part of the wider trust team, you have autonomy but are never isolated.

How to Apply

Applicants must complete the online application form via the following link;
https://form.jotform.com/Durrington_MAT/application-form-teaching-post and return it, alongside a supporting statement (max. 2 pages A4)to include;

- Why you would like to be appointed to this role and what you would bring to DMAT
- How the impact and experiences you have had make you a strong candidate
- Please include separately data which demonstrates your impact as headteacher on school improvement (minimum of 2 recent years data). This is an essential aspect of the application.

If you have any questions, please contact; kcopley@dmateducation or 01903 705631

If you have not heard within 10 days of the closing date, you will not have been shortlisted on this occasion.

We reserve the right to close the advert should an exceptional candidate present themselves before the closing date.

Durrington Multi Academy Trust

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