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Dear Candidate,

I am so pleased that you are interested in applying for the post of Deputy Chief Executive Officer at the Mossbourne Federation. Our first school, Mossbourne Community Academy, was opened in 2004 under the guidance of the original sponsor, Sir Clive Bourne, who believed passionately in the abilities of Hackney young people and wanted to demonstrate that ability by setting up a successful school.

Thanks to the talents and commitment of the staff and the students, that original aspiration has been realised year after year and the Federation has grown to four Hackney schools, two primaries and two secondaries. As we continue to strive for excellence, some of our priorities include:

• Creating a shared vision for our academies
• Developing and maturing our programmes in the arts, the built environment, medicine, the cadets and rowing
• Establishing a fundraising office
• Expanding the trust, particularly in the primary sector

The Deputy CEO will report to the Federation’s Chief Executive Officer, Peter Hughes, and will be accountable both to him and to the Central Federation Board, currently chaired by myself.

Currently, the challenges and priorities for this role include:

• Supporting the CEO in developing the expansion of the Federation
• Aligning all academies, including new academies, to the Federation’s core values
• Improving and maintaining the academic results for Mossbourne Parkside Academy

To get this right we need a confident leader, who is able to inspire at all levels and ensure that we never accept less than the very best. The right candidate will share our vision of what the Federation could be and its place in our community, and will not rest until those goals have been achieved.

I look forward to meeting you.

Best of wishes,

Henry Colthurst
Chairman
Mossbourne Federation
Who we are and what we do

Our Mission:
To ensure every student receives a broad and balanced education, delivered in an environment that enhances opportunity.

Our Values:
No Excuses: Believing that anything is possible; we never give up.
Excellence: Doing everything as well as we can, always.
Unity: Working together towards our goals with integrity.

The Mossbourne Federation comprises four academies:
- Mossbourne Community Academy (secondary, and which includes The Mossbourne Federation Sixth Form)
- Mossbourne Victoria Park Academy (secondary)
- Mossbourne Parkside Academy (primary)
- Mossbourne Riverside Academy (primary).

The Federation contains some of the top-ranked schools of the country, with Mossbourne Victoria Park Academy ranked as one of the top 65 schools in England, Mossbourne Community Academy ranked as one of the top 20 schools in England, and Mossbourne Riverside rated ‘Outstanding’ in their first OFSTED inspection. Each year, students from the Mossbourne Sixth Form take up places at Oxbridge and Russell Group Universities.

In a relatively short time, our four academies have changed the lives of thousands of young people from the widest range of backgrounds. We are trailblazers in the raising of expectations and widening of opportunities for Hackney children.

42% of our students receive the Pupil Premium and 46% come from communities where English is only one of several languages spoken at home. Given those percentages, we are immensely proud of our Sixth Form record, with 456 young people moving on to research-intensive Russell Group universities in the last nine years.

The Federation’s calm working atmosphere creates well-rounded individuals who excel in the arts, on the sporting field and academically. All learners, regardless of ability, benefit from the innovative and enlightened approaches to teaching and learning within the Mossbourne Federation.
Our five strands

The Medicine Bursary Programme

Only three years old, our flagship Medicine Bursary Programme helps high-achieving students prepare for medical school and future career pathways in dentistry and veterinary practice. We are committed to giving opportunities in the most competitive careers to all students with the ability to succeed in them.

Through engaging eminent speakers, hands-on experiences and training and coaching, six students from the programme’s pilot year went on to medical or veterinary school. Another 13 students have received offers this year. We are now looking to expand the programme to 25 pupils in the next academic year.

The Architecture & Built Environment Bursary Programme

The Architecture & Built Environment Bursary Programme exists to widen students’ knowledge of architecture, structural engineering, landscape design and other related disciplines, and to open up those professions to them. In its pilot year, 12 participants completed the course.

The programme has exposed pupils to Q&A sessions and presentations on the full range of careers in the built environment. They have heard from industry leaders such as Jules Pipe CBE, Deputy Mayor of London for Planning, members of the Chartered Institute of Building (CIOB) and alumni of the Royal College of Art (RCA). We are now looking at ways to expand this programme based on the enthusiastic involvement of students so far.

The Arts

Our annual Federation concert features 350 Mossbourne students at Stoke Newington Town Hall. We have organised dozens of performances and concerts in recent years, working in partnership with Barbican Box, National Theatre Connections Festival, Hackney Schools Music Gala and the Abram Wilson Foundation. Our own in-school musical theatre performances have included Matilda, Grease, Little Shop of Horrors and Return to the Forbidden Planet, all of which have been produced to an exceptionally high standard.
We want to ensure that any student considering a career in the creative industries receives a good understanding of the professional performance, technical, creative and media opportunities available to them. This will require a focused approach to enhance the programme in several areas over the next few years.

**The Rowing Academy**

Mossbourne Community Academy and Mossbourne Victoria Park Academy, working in partnership with London Youth Rowing, have been delivering rowing opportunities to pupils since 2010. Over 100 pupils take part in regular rowing activities: lunchtime clubs start in Year 7 and water-based training begins in Year 8 during core PE lessons, at weekends and during holidays.

We are the only state school in the whole of the UK that provides a rowing programme accessible to all as well as an elite rowing programme. Students from across the Federation who graduate to the Mossbourne Sixth Form have the opportunity to take part in an extensive performance-focused training programme. One measure of our success is that we have enabled several Mossbourne students to attain full scholarships to prestigious US universities through their rowing skill and potential. Our ambition is for our Mossbourne Rowing Academy to rise through the ranks to become one of the country’s leading rowing schools, and from a far more diverse student base than other successful schools.

**Cadets**

The Mossbourne Honourable Artillery Company Combined Cadet Force (HAC CCF) trains cadets from Mossbourne Community Academy and Mossbourne Victoria Park Academy. The Cadets go through a syllabus in which they achieve a qualification each year until Sixth Form.

Training takes place over drill nights on a Thursday after school, a selection of weekends and a one-week summer camp in July. Although geared around military training, the early years are spent learning the basics, developing good values and high standards. In the third and fourth year, students learn to teach the syllabus before becoming leaders in their final years.
Where we work

As one of the country’s leading federations, expectations of staff are high. The Mossbourne Federation engages with and supports its workforce, thus creating an inspirational working environment which nurtures personal and professional excellence in a community of exceptional practitioners. Colleagues are warm, welcoming and supportive, in a student-centred environment based on mutual respect between teachers and students. Our academic, sporting and cultural achievements are also the result of the collective effort of our management, administrative, technical and support staff, including our Partnerships Manager, responsible for developing a wide range of strategic relationships with institutions.

All Mossbourne Federation academies are within the London Borough of Hackney. We are in close proximity to some of the most vibrant centres of cultural, commercial, academic and business life in East London. The new role of School Fundraising and Development Manager will be based in Mossbourne Community Academy, a ground-breaking building designed by Richard Rogers Partnership, and a short walk from Hackney Downs Overground Station. As part of our commitment to the environment, we also provide an enhanced Cycle to Work offering through the Green Commute Initiative.
Deputy Chief Executive Officer role

Reporting to: Chief Executive Officer
Responsible for: School Improvement Team
Salary: Competitive
Start Date: January 2021 or sooner if available

The Deputy CEO will support the Federation and its stakeholders in the next phase of the Mossbourne Federation’s journey. A core focus of this role is to add strategic and operational capacity in line with the reviewed scheme of delegation.

The Deputy CEO will implement the expansion of the Federation, develop a team of experts across the Federation to drive continuous improvement and implement trust-wide strategies for teaching, learning, assessment and curriculum provision.

Responsibilities:

- Work with principals (support and challenge) to ensure all academies in the Federation provide, or are rapidly improving towards providing, an outstanding education for all their students
- To support the CEO in expanding the Federation
- Aligning all academies, including new academies, to the Federation’s core values
- Report to, advise and train the Federation’s governing bodies to ensure the Federation has effective governance
- Take responsibility, with the CEO, for ensuring that preparation for and follow up to all Ofsted inspections are thorough, robust and lead to the best possible outcomes
- Work with the COO to implement effective standard operating procedures
- Work with the academies to ensure an effective curriculum provision for all
- Safeguarding, including safer recruitment across the Federation
- Support academies in the effective deployment of resources
- Other duties include, but are not limited to: policies and procedures; HR and resources; strengthening community; developing the ethos and vision; complaints and line management.

It is recognised that the role is in development and will evolve with the changing needs of the Federation.
Application Process

Application deadline
Completed applications must be received by Monday 13th July.
Please submit your application through our website: www.mossbourne.org/vacancies.

Completing your application
Candidates are asked to complete all the standard information required on the application form, and to submit a supporting statement outlining your suitability for the role.

Discussion and visits
Confidential and informal discussions with the CEO are welcome - please arrange a suitable time with Youssef Itani, Chief of Staff to the CEO on yitani@mossbourne.org.

Selection procedure
Shortlisted candidates will be invited in to complete proficiency assessments, and to interview with a panel. We hope to appoint for this position by 20th July. Shortlisted candidates will be given more details.

References
Candidates are advised that references will be taken up immediately after shortlisting. Candidates are asked to ensure that their referees are warned of the need to respond within the timescale set. In all cases, at least one professional reference is required. The post will be offered subject to satisfactory completion of pre-employment checks.

Prior to appointment, formal checks will be made in accordance with the current statutory requirements relating to child protection.