



VALLEY INVICTA
ACADEMIES TRUST

Director of Sport

Valley Invicta Academies Trust



Shaping Tomorrow's Future Together

Valley Invicta Academies Trust is a dynamic, vibrant, multi-academy trust comprising of nine schools – five primary and four secondary – and Valley Invicta Teacher Training, all based in the Maidstone and Malling area of Kent.



Trust Welcome

Valley Invicta Academies Trust (VIAT) consists of an exceptional cluster of five primary and four secondary schools at the heart of the local community. We put the children we teach at the very centre of all we do. Our staff are equally at the heart of our schools.

We are now recruiting for a Director of Sport to join us to lead on Sports Education and PE across the Trust. This post will be based at the Invicta, Valley Park and SST Campus. This is an exciting opportunity for an enthusiastic and committed leader to join a very successful, mature Trust that encourages all its staff to be the best they can be.

We are looking for an exceptionally talented lead teacher who will use their experience, energy and vision to make a real impact across the Trust in PE/sport/outdoor education; to support the achievement of outstanding outcomes for our students and staff, as well as ensuring that our schools continue to develop their current standards and achievements – both academically and pastorally.

The successful candidate will receive encouragement, support, and guidance to develop their own career within the Trust, which prides itself on 'growing its own' talent.

Vacancy

We would like to appoint a Director of Sport to join us in September 2023.

As Director of Sport, your leadership, your knowledge and love for sport, and your commitment to diversity and inclusion are your most valuable qualities. These will help you build our vision for the future.

Who are we looking for?

We are looking for an experienced individual who understands first and foremost the value of education through sport. Valley Invicta Academies Trust (VIAT) has a long and proud history of sporting endeavour, but we recognise that the role of sport in society is changing. We want a leader who will head a collaborative process to ensure that VIAT stays at the forefront of school sport. We also want to look at new opportunities to share our facilities both locally and nationally.

This role will suit a highly skilled individual who is good at getting the best out of others. At the centre of our thinking, is the need for someone to develop a vision of what world-class sporting provision looks like in a Trust like ours. Sport, for us, is not about win/lose ratios. Our concern is to develop a much deeper and more sophisticated sporting provision that ensures sport plays a key role in developing the character and outlook of our pupils, allows us to share our facilities with people more widely and ensures that everyone has some fun along the way!

Our ethos

Our dedicated team of professionals are always willing to support new staff in the best interests of our students. Our schools continually evolve in our drive for excellence; we aspire to provide outstanding care, outstanding education and outstanding opportunities.

As a Trust, VIAT recognises the need to drive standards and to reflect and adapt according to the changing context of our community and the world we live in.

Collaboration with like-minded colleagues within VIAT is set up to provide networking, support, quality assurance and friendship.

About You

Are you the right candidate?

First and foremost, you will be a fantastic 'people person'. The successful candidate will be able to build strong relationships at every level in the Trust.

You will have a clear vision for the role of sport in education – both primary and secondary. You will be equipped to develop a coherent sports faculty at VIAT.

You will understand how to succeed at the highest level of competition but will also understand that our relentless focus is on the success and wellbeing of every student to enjoy sport for life.

You will be highly disciplined and organised, and able to manage a complex network of different relationships within the structure of a large organisation.

You may have experience as an effective participant yourself but will understand that your credibility will be rooted in your ability to deliver as a leader.

You will inspire people and be a good listener and reflective about your own practice.

Position	Director of Sports
Location	Valley Invicta Academies Trust
Responsible to	Trust Executive
Basis	Permanent, full-time
Commencement	September 2023
Salary	£61,042 - £67,351

Application Process

We are, of course, seeking to appoint the best possible candidate and therefore the application process will undertake all necessary measures to achieve this.

On the basis that some interested candidates may be keen to visit the Trust before making a formal application, you can arrange this by contacting Mrs E Owen, PA to Trust Executive – e.owen@viat.org.uk.

When ready to apply, suitable and interested candidates are invited to complete an online application detailing why they are suitable for the role.

If you have any queries on any aspect of the application process or need additional information, please contact Mrs E Owen, PA to Trust Executive.

The Trust is committed to safeguarding children and successful candidates will be subject to an Enhanced DBS check.

Our commitment to safeguarding is underpinned by robust processes and checks which are in place across the Trust.

This post is exempt from the Rehabilitation of Offenders Act 1974 and the amendments to the Exceptions Order 1975, 2013 and 2020.

Closing date for applications

Wednesday 1 March 2023

Interviews and assessment activities

To be confirmed



Job Description

Responsible to: Trust Executive

Responsible for: Sport

A Vision for VIAT Sport

You will:

- Work collaboratively to forge a clear vision for the future of all sporting activities within VIAT;
- Articulate our vision both internally and externally with clarity, vigour and enthusiasm;
- Ensure that VIAT sport is inclusive and provides opportunities for every student at the right level;
- Create the conditions for top teams to thrive without this distorting our overall programme;
- Act as an ambassador for VIAT sport both local and nationally, with a view to widening collaboration and partnership;
- Promote our plans with external partners and build enthusiasm for the future of VIAT sport.

Management Responsibilities

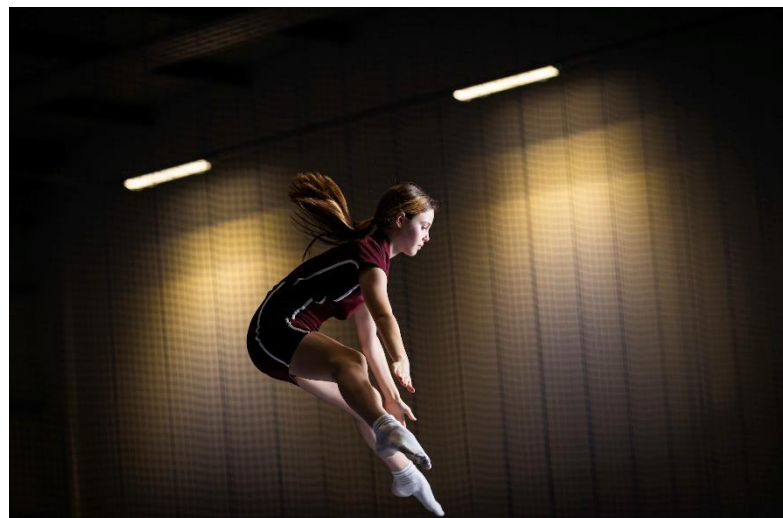
You will:

- Ensure that our safeguarding responsibilities are front and centre of all we do;
- Manage risk in the schools' sporting programmes, ensuring that risk assessments are carried out and updated in conjunction with the Trust's health and safety lead;
- Plan for a team of professional coaches and sports staff, both employed directly and as part of a contract;
- Oversee the staffing and timetabling of the schools' sporting programmes, ensuring that it dovetails with other users of the schools' facilities;
- Work closely with the Lead Teachers to support the schools' programmes of sport;
- Take the lead in developing colleagues' skills and aptitude as sports coaches by leading a culture of continuing professional development and providing training opportunities and courses to support the schools' sporting aims.

Looking Ahead

You will:

- Head up a sporting partnership programme that makes VIAT facilities available to the local and national sporting communities, in accordance with the Trust's charitable goals;
- Liaise with the Trust Executive to ensure that VIAT's sporting facilities are used in accordance with our policies and charitable aims;
- Design and deliver a programme of sporting/outdoor learning opportunities across all schools.



Person Specification

Skills and Competencies

You will be an effective leader and manager with a strong background and breadth of experience in sport and the provision of sport – whether at school and/or professional level.

You will be a confident and self-reflective leader who:

- Is passionate about the role of sport in education, understands how it can positively affect all students and has a clear vision as to how this can be achieved;
- Is able to put people first and will always act in the best interests of our students and any young people associated with VIAT sport;
- Has the credibility through your own experience in sport to speak with authority and confidence;
- Can think strategically and will develop and strengthen sport within the VIAT community;
- Has personal integrity and will lead by example;
- Is prepared to challenge and to ask questions;
- Has excellent interpersonal skills and can build relationships with a wide range of people, from students to parents, and from colleagues to external contractors;
- Has a strong sense of ownership and professional accountability, with an understanding of when to consult and when to act;
- Has excellent judgement in managing sensitive and complex situations and understands the value of clarity, care and flexibility when doing so;
- Is well organised and is capable of juggling a broad portfolio of tasks giving due weight to each;
- Is a very effective communicator, able to enthuse and motivate;
- Has an ongoing and demonstrable commitment to their own professional development;
- Has the capacity to be both flexible and firm, and the ability to know when to be which;
- Has a positive attitude and approach to change and development;
- Has a strong sense of self-awareness and willingness to learn;
- Has a balanced sense of perspective and a sense of humour.



Benefits at Valley Invicta Academies Trust

VIAT is a dynamic organisation with many career opportunities for new and existing staff.

Here are just some of the benefits the Trust offers:

- An open and collaborative working environment, but across the Trust;
- A career in an organisation that values individuality and diversity.

Professional development opportunities:

- Regular training and access to a range of internal and external programmes tailored to your learning needs throughout your career;
- Opportunities for career progression across our family of schools;
- Subsidised MA opportunities with local and national universities;
- Coaching and Mentoring Programmes.

Financial:

- A competitive salary whereby pay progression is possible on an annual basis, following successful performance;
- Access to an attractive pension plan;
- Access to a range of benefits and discounts through Kent Rewards.

Equipment and facilities:

- Apple MacBook Air;
- A great working environment with some brand new facilities, and further developments in discussion;
- Free car parking;
- On-site catering, reasonably priced for staff;
- Social networking opportunities across the Trust to create new relationships both inside and outside the work setting.

VIAT also offers access to a range of health, wellbeing and personal support.

Our schools continually evolve in our drive for excellence; we aspire to provide Outstanding Care, Outstanding Education and Outstanding Opportunities.





Trust Vision and Values

VIAT believes in the benefits of cross-phase education whereby all pupils, regardless of background, are taught a broad curriculum by specialist teachers across all ages; thereby enabling them to master the knowledge and skills they need to achieve their full educational and personal potential.

Our team work tirelessly to ensure that every child can be the best they can be along with providing an innovative and interactive curriculum based on the arts and academia; we aim to be at the forefront of developing new approaches to learning, embedding the 'mastery' approach to teaching and learning; securing the very best outcomes for pupils.

Our children only get one chance in their education, and it is our responsibility to provide the very best for them.

All our schools have a strong and cohesive outlook, reflecting our inclusive vision; staff and pupils are inspired to embed the values of respect and resilience, while developing personal character through additional wider curriculum activities and opportunities which motivate and enable them to grow in confidence, while cultivating thinking skills, and creative potential beyond typical expectations.

This secure foundation ensures an ambitious and aspirational approach, as well as a broader commitment to, and proactive engagement in, wider society, enabling our pupils to be fully ready - academically and personally - for their transition from primary into secondary school and a lifetime of influence beyond.



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