



**LEIGH**  
Academies Trust

# Job Pack

Deputy Director of  
Infrastructure (Projects)  
Leigh Academies Trust

# Introduction

**Thank you for your interest in joining Leigh Academies Trust. This job pack is designed to give you a deeper understanding of who we are, what we stand for, and what you can expect as a valued member of our team.**

Inside, you'll find key details about our Trust, the academy where the role is based, and the position itself. We've also included insights into our culture, values, and the many benefits of working with us. Whether you're an experienced educator or just beginning your journey in education, we hope this pack helps you see how your goals align with ours.

We're excited to learn more about you and we hope this pack helps you decide if this is the right opportunity for your next career step.

For further information and support on our hiring processes, please view our [Careers Page](#).

**Any questions? Contact us on:**  
**joinus@latrust.org.uk | 01634 412 263**



# Welcome from our CEO



Leigh Academies Trust (LAT) is one of the largest and most successful school groups in England. Starting in 2008 in Dartford, the Trust is now responsible for 33 academies of all types, educating over 24,000 pupils, employing almost 4,000 talented staff and with access to an annual income of over £250m. Our Ofsted track record is impressive. Currently, 56% of our academies are considered to be “Outstanding” whilst inspected as part of the Trust.

LAT has remained local with all of its academies located in the South East (Kent, Medway, Bexley and Greenwich), within a one hour drive across the South Thames Corridor. This helps us to share resources and expertise much more easily and offer abundant training and progression opportunities to staff. We invest heavily in our workforce and enjoy strong retention across all job roles. The Trust has embedded various advantages which mean that LAT is an excellent place to develop a career in education. This includes being a highly inclusive employer which celebrates the diversity of its workforce.

Our scale and experience means we have been able to develop several well-chosen approaches to running schools which we know work well. These include:

- A small school approach to education where larger academies are organised into colleges. This ensures high quality pastoral care for pupils.
- A world class digital strategy where all staff and pupils have their own device making teaching, learning and operations efficient and highly impactful.
- Disruption free learning and a “warm strict” approach to behaviour management so that teachers can teach and pupils can learn.
- An all-through International Baccalaureate curriculum equivalent in quality to some of the best fee-paying schools and grammar schools in the UK and further afield.

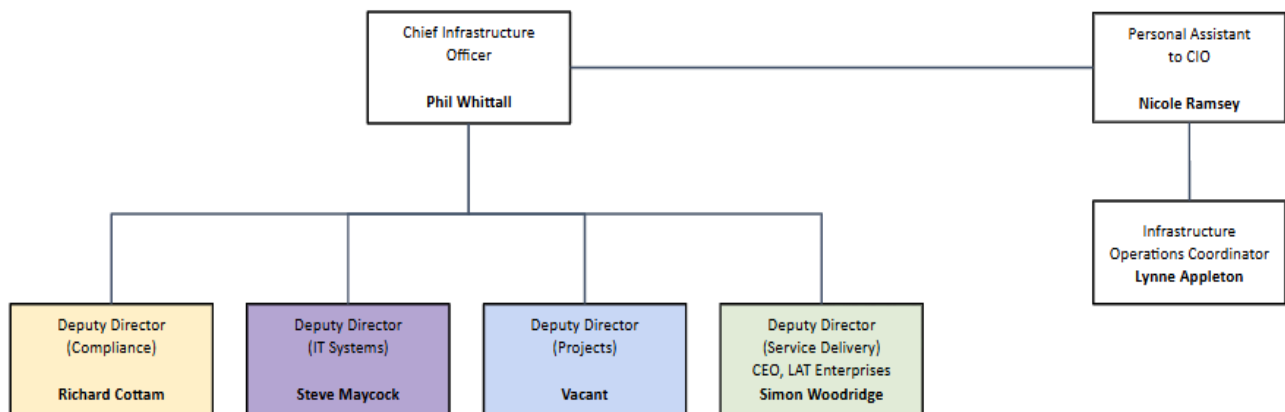
In addition, The Leigh Institute - which is part of LAT - is responsible for Kent and Medway Training, one of the region’s biggest initial teacher training organisations, a large teaching school hub called Thames Gateway and an accredited apprenticeship provider. This powerful organisation trains, develops and supports 1,000s of teachers, support staff and leadership teams across the region each year. Our future plans are found in our [Vision 2030](#), available on our website.

Simon Beamish, BA (Hons) MSc PGCE NPQH NLE  
**CHIEF EXECUTIVE**

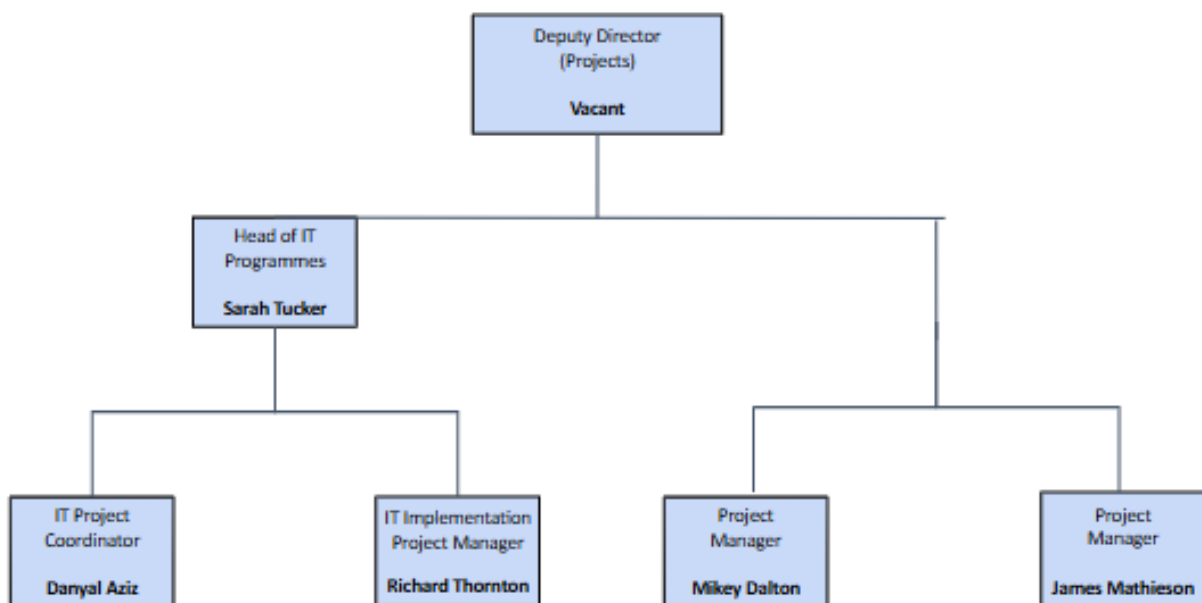


# Our Infrastructure Department

The Infrastructure department at Leigh Academies Trust is a central service designed to support the Trust's vision of "Education for a better world" by managing both physical and digital environments. The team provides specialist expertise in construction, facilities management, IT services, data, and health and safety compliance, while also overseeing third-party income generation through LAT Enterprises CiC.



The Deputy Director of Infrastructure (Projects) sits within the senior leadership team of this department, reporting directly to the Chief Infrastructure Officer. In this strategic role, you lead the Projects Team and maintain oversight of all construction and IT infrastructure renewal programmes across the Trust.



# Application Process

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Naturally, we are seeking to appoint the best possible candidate and therefore the application process will reflect our desire to undertake all necessary measures to achieve this.

On the basis that interested candidates may be keen to have an initial conversation with our Chief Infrastructure Officer (CIO), Phil Whittall, before making a formal application, you can arrange this by contacting Nicole Ramsey (Personal Assistant to CIO) - [nicole.ramsey@latrust.org.uk](mailto:nicole.ramsey@latrust.org.uk). Please ensure you offer Nicole a range of dates when you are available in your initial email to ensure we can coordinate a call that works for both you and Phil.

To submit an application in full, please do so online via the following link:

[Deputy Director of Infrastructure \(Projects\) | Leigh Academies Trust](#)

If you have any queries on any aspect of the application process or need additional information please contact Charlotte Herberts (Recruitment Advisor) on **01634 412 245** or [charlotte.herberts@latrust.org.uk](mailto:charlotte.herberts@latrust.org.uk).

*The academy 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.*

<b>Closing date for applications</b>	Tuesday 3rd February 2026
<b>Shortlisting date</b>	Wednesday 4th February 2026
<b>Interviews and assessment activities</b>	Monday 9th and Tuesday 10th February 2026



# Our Benefits

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At Leigh Academies Trust, we believe that our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package designed to support your wellbeing, reward your contribution, and help you thrive both professionally and personally.

From continuous professional development and career progression opportunities to flexible working arrangements, health and wellbeing support, and exclusive staff discounts - you'll find that working with us is about more than just a job.

Explore our full range of benefits here: [latcareers.org.uk/benefits](https://latcareers.org.uk/benefits)

# Our Mission: *Education for a better world*

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At Leigh Academies Trust, our vision is to transform lives through education. We strive to ensure that every young person - regardless of background - has access to an outstanding education and the opportunity to thrive in an ever-changing world.

We are guided by four core values that shape everything we do:

- **We care** – about our pupils and their families through our human scale approach to education, our staff and their well-being and the world around us, driven by our high ideals and strong moral values.
- **We have boundless ambition** – to achieve excellence for all and create confident young adults with high levels of resilience and integrity.
- **We work together** – as one team because we are greater than the sum of our parts. We foster an enterprising culture through global collaboration with partners in business and education.
- **We keep getting better** – using our 'can-do' attitude and research informed approach to continuous improvement and innovation.

This shared vision unites our academies and teams, creating a strong, collaborative environment where staff and students can flourish.

# Job Description

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**Job Title:** Deputy Director of Infrastructure (Projects)

**Reports to:** Chief Infrastructure Officer

**Location:** Leigh Academies Trust (with travel across sites)

Leigh Academies Trust is a highly successful multi-academy trust. Our model of education enables students to reach their full potential, transforming their lives and ultimately the communities in which they live.

**Infrastructure services:** support the Trust and its academies to deliver on its vision of Education for a better world by ensuring the physical and digital infrastructure to ensure every pupil has access to high quality learning environments. Infrastructure lead in construction, facilities management, IT services and data and health & safety compliances as well as third party income generation through LAT enterprises CiC.

## Main purpose of role:

To assume strategic oversight of all Construction Projects throughout Leigh Academies Trust (LAT). The Deputy Director of Infrastructure (Projects) shall ensure the efficacious delivery of construction projects. In addition, this role will spearhead the strategic planning and operational execution of IT infrastructure projects supported by the Head of IT programmes thereby ensuring that LAT's infrastructure portfolio supports educational excellence and optimises operational efficiency.

## Key Responsibilities:

### 1. Capital Programme Management

- Lead the strategic formulation and execution of all capital projects across LAT, ensuring strict alignment with Trust strategic priorities and full compliance with statutory requirements.
- Manage the delivery of all construction-related programmes, maintaining close liaison with external contractors, professional consultants, and internal stakeholders.
- Oversee the development and rigorous execution of the School Condition Allocation (SCA) programme, ensuring timely completion and cost-effective delivery.
- Monitor and manage the capital projects budget, ensuring effective financial forecasting, comprehensive reporting, and demonstrable value for money.
- Provide regular, detailed updates on project progression, risk profiles, and outcomes to the Chief Infrastructure Officer and senior leadership team.

### 2. Project Management

- Lead the planning and execution of designated capital works.
- Ensure that all project specifications are clearly defined, demonstrably achievable, and fully aligned with overarching Trust objectives.

- Tender, award and management of construction activities, associated design teams and report on progress highlighting any risk to nominated stakeholders.
- Lead Softlandings process to ensure effective handover to Academy facilities teams and senior staff

### 3. IT Infrastructure Projects

- Supported by the Head of IT Programmes, lead the Trust's IT renewal programme, ensuring that IT infrastructure across LAT is modern, highly efficient, and fully capable of supporting both operational and educational requirements.
- Collaborate proactively with the Deputy Director (IT Systems) to plan, implement, and monitor IT-related capital projects, including network infrastructure upgrades, server installations, and digital transformation initiatives.
- Ensure that all IT infrastructure projects are delivered punctually, remain within budgetary constraints, and adhere to LAT's strategic objectives.

### 4. Strategic Leadership & Collaboration

- The postholder will be a part of Infrastructure services senior leadership team supporting the Chief of Infrastructure with continuous improvement of the wider department
- Provide decisive leadership to the Projects Team, ensuring that all personnel are adequately supported, professionally trained, and fully aligned with Trust priorities.
- Work collaboratively with the wider Infrastructure team and Finance teams to ensure seamless coordination and integration across all project streams.
- Support academies and senior leaders in the identification, prioritisation, and comprehensive planning of new projects to meet both local and Trust-wide needs.

### 5. Risk & Compliance Management

- Ensure all projects strictly comply with procurement and planning regulations, building control standards, and relevant Health & Safety legislation.
- Monitor and actively manage project risks, developing robust mitigation strategies to ensure uninterrupted delivery.
- Lead the preparation and formal submission of statutory reports pertaining to capital and IT projects.

### 6. Reporting & Governance

- Prepare comprehensive reports detailing project progress, budget performance, and identification of key risks for the Chief of Infrastructure and senior leaders.
- Contribute to strategic decision-making processes by providing data-driven insights and professional recommendations regarding infrastructure and capital priorities.

## Safeguarding of students and Duty of Care

All staff, regardless of role, level of seniority and location, have a responsibility to ensure the highest levels of safeguarding and promoting the welfare of our pupils, and we expect all our staff and



volunteers to share this commitment. We must collectively create an environment where children feel safe to learn, play, and grow. Children should feel comfortable in their surroundings and know that they can approach any responsible adult with any problems or concerns.

All staff must be able to identify any children who are at risk of harm, and know the characteristics of abuse or neglect. If you suspect or confirm harm then it's essential you know what actions to take.

Annual safeguarding training is offered to all staff at Leigh Academies Trust, and it is the staff member's responsibility to be aware of the most up to date guidance documented in the [Keeping Children Safe in Education document \(Department of Education\)](#).

## Notes

The job description allocates duties and responsibilities but does not direct the particular amount of time to be spent on carrying them out and no part of it may be so construed. This job description is not necessarily a comprehensive definition of the post. It will be reviewed at least once a year and may be subject to modification or amendment at any time after consultation with the holder of the post.

The duties may be varied to meet the changing demands of the academy/business unit at the reasonable discretion of the Principal/Academies Director. This job description does not form part of the contract of employment. It describes the way the post-holder is expected and required to perform and complete the particular duties as set out in the foregoing.



As a Trust we seek to recruit talented individuals who can not only help to build the success of our academies but also people who are engaging and passionate about everything they do.

For the role of Deputy Director of Infrastructure (Projects), we would expect candidates to demonstrate:

## Skills & Experience

### *Essential*

- Demonstrable, proven track record in leading significant capital programmes.
- Extensive project management experience, encompassing stringent cost control, the management of specialist design teams and assurance of on-time delivery.
- Expert-level knowledge of all statutory regulations governing construction projects, including Health & Safety, planning permissions, and building control, along with proficiency in navigating and communicating associated challenges.
- Thorough knowledge of CDM regulations
- Proven capability to successfully deliver multiple and complex projects within live operational environments.
- Comprehensive knowledge of the Public Contracts Regulations (or successor legislation) and demonstrable evidence of managing formal tendering processes and tender analysis.
- Exceptional leadership, organisational, and communication proficiencies, with the demonstrable ability to engage and influence a diverse range of stakeholders effectively.
- Full UK drivers licence and ability to travel in own vehicle.
- Ability to obtain and maintain an enhanced DBS.

### *Desirable*

- Relevant professional qualifications in project management.
- Relevant professional qualifications in Building Surveying or Quantity Surveying.
- Construction industry professional accreditation (or ability to obtain) i.e. CIOB, RICS, CABE etc
- Experience within the education or wider public sector.
- Specific knowledge of sustainability principles and energy efficiency considerations within construction projects.



# Your Application

We recommend taking the time to review the job description and person specification in order to also tailor your application to show how your skills and experience align with the role.

You'll need to have the following ready when applying:

- Personal details/contact information
- An up-to-date CV and/or personal statement
- Employment and education history
- Contact details for a minimum of 2 references

## Join our Talent Network

If this is not quite the right opportunity for you, but you would like to stay in touch, you can join one of our Talent Networks today by [clicking here](#).

A member of the Recruitment Team will be in touch to help find the right role for you!



