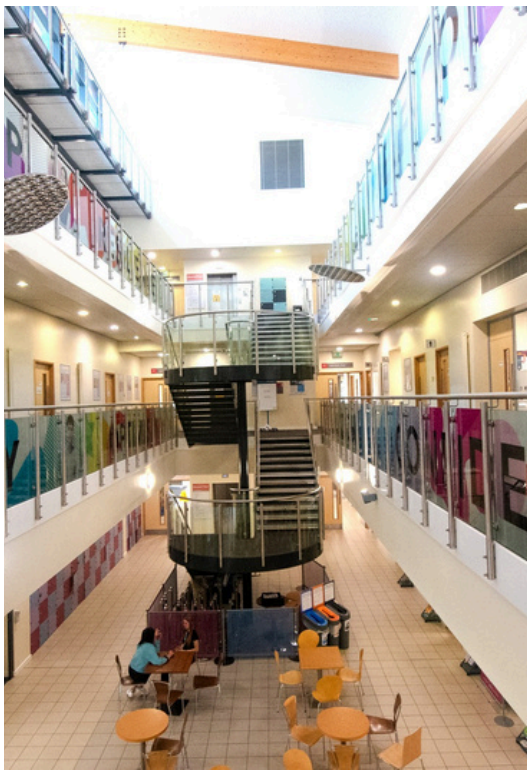
ABOUT
EASTERN EDUCATION GROUP

Eastern Education Group are a leading provider of education in the East of England, serving learners from age five through to adulthood. We include primary schools, special schools (SEND), alternative provision, and post-16 institutions such as sixth form colleges and vocational centres.

Our reach is broad: whether students are aiming for academic qualifications, apprenticeships, professional development, or seeking support with learning differences, we provide high-quality, inclusive opportunities for all.

As a Group, we are driven by a commitment to outstanding education, not simply in terms of academics, but in ensuring that every learner's personal development, wellbeing, and future prospects are supported. With recent Ofsted "Outstanding" ratings across multiple provision types, we are proud of our success, but we also continuously seek improvement and adaptation as the educational landscape and community needs evolve.



Our Beliefs and Values

At the heart of Eastern Education Group are firmly held values that shape how we work, what we expect, and how we support both our students and staff:

- Raising Aspirations: We believe every individual has potential, and we aim to empower learners to aim high—to develop talents, skills and confidence to become the best version of themselves.
- Enabling Progression: Education is a journey. We believe in seamless transitions at every stage—whether moving from primary to secondary, into further education, or into work—ensuring that the path forward is clear and accessible.
- Ensuring Inclusivity: Every learner should have access to opportunities, regardless of background or need. We prioritise equality, diversity and removing barriers, especially for our learners with special or additional needs.
- Excellence in Support: We don't see education as just teaching; we see it as whole-person development. From wrap-around support services to tailored interventions, we aim to ensure that each student is supported academically, socially and emotionally.
- Innovation & Collaboration: We believe in continual learning ourselves—seeking best practices, collaborating with employers, sharing expertise across our group, and being open to change that improves how we deliver education.
- Encouraging Prosperity: We want to contribute to the wellbeing not just of our learners but of the communities we serve. This means aligning our education and training to the needs of local employers, helping students ready themselves for meaningful careers, and working in ways that support social and economic prosperity.

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Our Group Sixth Form Principals provide strong, values-led leadership within their individual institutions, setting clear direction and driving high standards for learners and staff. Alongside this, our central Professional Services teams offer specialist support across areas such as HR, finance, IT, estates and compliance, ensuring Sixth Forms and schools are well resourced, well governed and able to focus on delivering excellent educational outcomes.

This centralised approach enables consistency and coherence across the Group, while retaining the flexibility needed to respond to the specific needs of individual providers. By working together as a unified service, we are able to share effective practice, respond efficiently to emerging challenges, and provide high-quality support that strengthens both strategic planning and day-to-day operations.

Our collaborative Executive Team plays a key role in bringing together educational and operational expertise. This collective way of working supports strong safeguarding, effective curriculum development and robust operational planning, helping to create safe, inclusive and high-performing learning environments for students and staff across all Sixth Forms within the Group.

OUR CHARACTER STRENGTHS

Our character strengths help guide both our students and staff in their actions and attitudes.

Ambition

Set short and long-term goals to work towards and cultivate the motivation to progress them. Explore career options and develop the necessary skills and knowledge for your desired path.

Confidence

Bounce back from setbacks and maintain a positive outlook. Explore your potential, develop your passions, and grow your resilience to learn from both successes and setbacks.

Curiosity

Explore new ideas, ask questions, and seek out new information. Embrace changes and adapt to new environments. Seek to understand others from diverse backgrounds, cultures, and viewpoints.

Optimism

Promote a positive outlook and see setbacks and obstacles as temporary. Develop positive social networks and relationships.

Ownership

Take ownership of your actions, decisions and behaviours and understand that your choices have consequences.

Resilience

Develop coping strategies for academic pressures and understand that failure is an inevitable part of life; learning how to handle it is crucial for personal growth.

Respect

Form positive and healthy relationships with peers, teachers, family members and work colleagues. Appreciate diversity and treat everyone fairly by considering the impact of your actions on others and your environment.

Self-control

Prioritise your studies, manage your time effectively and resist distractions. Develop healthy habits and well-being by avoiding temptations which may negatively affect your physical and mental health.

EASTERN EDUCATION GROUP

THE ROLE

Eastern Education Group is a dynamic and ambitious education organisation committed to delivering high-quality learning opportunities across multiple locations and provisions. Bringing together schools, colleges and specialist educational settings, the Group works collaboratively to support learners of all ages and backgrounds to achieve their full potential.

As one organisation operating across a diverse range of educational environments, Eastern Education Group combines the strengths, expertise and resources of its individual settings while maintaining a shared vision centred around excellence, inclusion and opportunity. This collaborative approach enables the Group to respond to the changing needs of students, employers and local communities, whilst continuing to innovate and grow.

We are seeking an experienced Chief Financial Officer to join our Senior Executive Team and play a pivotal role in shaping the future of our organisation. Whilst providing strategic oversight of the Group's financial sustainability and performance, the CFO will also lead a broad portfolio encompassing estates, procurement, capital projects and funding opportunities, ensuring that our infrastructure, resources and investment strategies support our long-term ambitions.

Working closely with the Board, Executive Leaders and key stakeholders, the CFO will develop and deliver a robust financial and operational strategy that enables the Group to remain financially resilient whilst investing in innovation, growth and outstanding educational provision. The successful candidate will be instrumental in identifying and securing capital funding opportunities, leading major capital developments, optimising procurement arrangements and ensuring our estates strategy aligns with organisational priorities.

As a key member of the Senior Executive Team, the CFO will contribute far beyond the finance function, providing strategic leadership across the organisation and helping to shape decisions that impact learners, staff and communities across the Group.

Our CFO will be an experienced senior leader with an education background and a proven track record of strategic leadership within a large and complex organisation.

We are seeking an individual who combines strong financial acumen with commercial awareness, operational leadership and the ability to drive organisational improvement through effective stewardship of resources, estates and investment.

This full-time role will operate initially on a split-contract basis with our sponsored Eastern Education Group Trust.

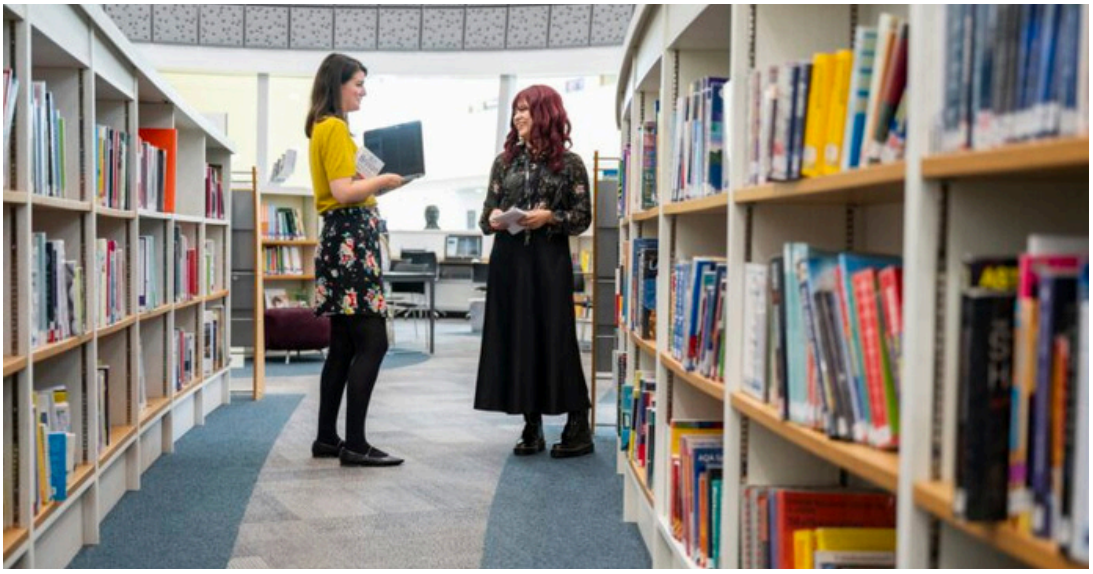
EASTERN EDUCATION GROUP

THE ROLE

Key purpose of role:
To be responsible for the financial sustainability and development of the Eastern Education Group, working with the CEO and the rest of the Senior Executive Teams to develop the Group in such a way that it is ensured future success.

To drive internal excellence by providing strategic leadership and expert financial management, advice and guidance to the Group's finance and business functions, the Senior Executive Team and the Governing Body and Trust Board, to enable the Group to run efficiently in the delivery of our core aims.

To provide strategic oversight of property , strategy, capital project and bidding, estates and facilities management across the Group, including leadership of the Group Director of Estates and ensuring effective delivery of estates strategy, capital development, maintenance, cleaning and catering services in support of a high-quality learning environment.



EASTERN EDUCATION GROUP

THE ROLE CONT.

- Provide strategic financial advice to the Senior Executive Team and relevant members and committees within the Group governance structure, as well as strong external representation both in and out of sector.
- Build a strong financial reputation and effective network to enable the Group to make the most of future opportunities.
- Lead the Group's finance functions, ensuring sound systems and processes are delivered by highly competent teams.
- Uphold sound governance and ethical behaviour including good accounting, reporting and control system practices in the finance function.
- Maintaining effective systems of internal audit and control, supporting or leading on financial and operational risk registers and assistance with implementation of appropriate safeguards.
- Maintaining a strategic financial plan including developing short-, medium- and long-term goals and objectives.
- Receiving, analysing and interpreting financial reports, communicating findings in a simplified manner when necessary.
- Researching, leading and advising the CEO and the Senior Executive Team on funding, revenue/income opportunities and additional business opportunities.
- Provide strategic leadership for estates and facilities management, ensuring alignment of estates strategy with financial planning and oversight of key services including maintenance, compliance, cleaning and catering.

Direct the work of the Heads of Finance in financial management of their areas, including:

- Preparation of financial forecasts for strategic business plans and monitoring financial performance.
- Preparation of operational plans, annual budgets, production of timely management accounts and reports to the CEO, committees and external bodies as required, ensuring appropriate and effective control of every aspect of the Groups' income and expenditure.
- Continuing review and development of Group financial policies and procedures.
- Supporting the Audit and Risk Management Committee and developing and maintaining effective working links with both external and internal auditors.
- Take overall responsibility for all taxation returns, advising the CEO and Governors/Trustees on all aspects of taxation and planning Group affairs to minimise corporation tax, VAT etc.
- Ensuring that the Group successfully runs a number of payrolls and submits the key returns to external agencies in an accurate and timely fashion.
- Comparing actual payroll costs each month to budgeted costs and such reports to be passed to the CEO and retained for future audit purpose.

THE ROLE CONT.

Management and Leadership of People

- Promote the Group values through your personal leadership style and behaviours.
- Support the Group's approach to transformational change and leading continuous improvement in order to deliver our Strategic Priorities.
- Motivate and coach staff to achieve, improve and develop to their full potential, in order to improve learner and organisational outcomes.
- Carry out high quality appraisals ensuring appropriate objectives are set, training needs are identified, effective feedback is given, and underperformance is addressed.
- Ensure an effective approach to staff recruitment, induction and carry out probation processes so that new staff feel welcomed into the Group and have every opportunity to succeed.
- Ensure that effective communication takes place across the team, good practice is shared, problems are raised, and solutions identified.

Equality and Diversity

- Actively promote equality and diversity throughout the Group.
- Provide timely, accurate and effective data analysis and reporting on equality and diversity issues.
- Ensure that all staff attend mandatory training.
- The post holder will undertake their duties in full accordance with the Group's policies and procedures relating to equal opportunity and diversity.

Health and Safety:

- Promote health, safety, and welfare throughout the Group.
- Ensure that all staff attend mandatory training.
- Undertake duties and responsibilities in full accordance with the Group's Health and Safety Policy and Procedures.

Safeguarding:

- It is the responsibility of the post holder to commit to safeguarding and promoting the welfare of children and vulnerable adults within the Group.
- The post holder will undertake their duties in full accordance with the Group's policies and procedures relating to safeguarding and promoting the welfare of children and vulnerable adults, e.g., dealing with learner issues i.e., safeguarding and referring on to specialist staff.
- This position is subject to an enhanced criminal records check from the Disclosure & Barring Service (DBS) and will be subject to satisfactory clearance of this check.

- The above job description is not exhaustive and the employee may be required to undertake any other reasonable duties in line with the general level of responsibility of the role.

- As we now operate as a collective Eastern Education Group you may be from time to time required to undertake any of the requirements of your role for any of our Group organisations.

THE ROLE CONT.

	Essential	Desirable
Education and Qualifications	• Educated to degree level of equivalent. • CCAB or equivalent Accountancy qualification.	
Knowledge and Skills	• Strong financial skills with a proven background in a corporate environment at Executive level. • Background in Education. • Knowledge and understanding of policy developments and funding in the education sector. • Ability to drive successful delivery of major projects. • Ability to lead teams of people from across different internal structures to common goals. • Interest in Education, the impact of high-quality research and the advancement of knowledge. • Excellent understanding of internal and external audit processes. • Strong presentation skills, interpersonal skills and written skills.	• Background within a Commercial environment as well as Education. • Understanding of the financial operation of Multi Academy Trusts.
Experience	• Strategic financial leadership experience within a large and complex organisation. • Experience of engagement with and management of diverse range of stakeholders. • Experience of operating at Board level, and able to evidence gaining buy-in from Senior Stakeholders. • Integrated Business Planning experience supported by financial modelling and scenario planning. • Proven experience of managing teams, including performance management and appraisals.	• Financial leadership within a Education environment.
Personal Qualities	• Commercially astute with proven ability to identify and respond to strategic opportunities. • A passion for personal and professional development. • An influential disposition, with ability to network and build strong internal and external relationships. • Thorough approach with an eye for detail and an ability to evaluate the wider picture. • Ability to network effectively across the FE sector, ESFA and other funding bodies and to establish high levels of credibility and integrity. • A proven, proactive approach to performance improvement and to achieving excellence.	