



Wembley
Multi-Academy
Trust

ACHIEVEMENT FOR ALL

CHIEF FINANCIAL & OPERATIONS OFFICER (CFOO)

INFORMATION PACK

WELCOME MESSAGE FROM THE CEO

Thank you for your interest in becoming Chief Financial & Operations Officer of Wembley Multi-Academy Trust.

This is an important executive appointment at an exciting point in our development. WMAT is ambitious for every child, every colleague and every community we serve. Our financial strategy must match that ambition: disciplined, transparent, forward-looking and relentlessly focused on securing the greatest educational impact from every pound we invest.

We are seeking a CFOO who combines exceptional technical credibility and commercial insight with strategic judgement and strong leadership. You will be a trusted adviser to me, the Trust's Board and the Trust's Senior Leadership Team, which includes the Chief People Officer, Headteachers and Senior Leaders. You'll need to build, strong trusting relationships across the Trust, helping us translate our 2026-2029 strategy into sustainable plans, robust controls and confident investment decisions.

The successful candidate will inherit the opportunity to lead and further develop a fully staffed finance function, strengthen systems and processes, and ensure that financial planning, risk, procurement, capital investment and assurance operate as an integrated part of Trust leadership.

This is not simply a role concerned with reporting the numbers. It is an opportunity to shape decisions, challenge constructively, build organisational capability and ensure that our resources enable excellent education and greater opportunity for young people. It is an opportunity to develop your career in a high performing and ambitious educational Trust.

Beth Ragheb
Chief Executive Officer
Wembley Multi-Academy Trust



ABOUT

WEMBLEY MULTI-ACADEMY TRUST

WMAT is a London multi-academy trust serving children and young people across primary, secondary and post-16 education. Our schools are Wembley High Technology College, North Brent School and East Lane Primary School.

As a Trust, our most important commitment is to our pupils. All the schools in our Trust are, first and foremost, outstanding learning communities where academic excellence sits alongside the breadth of education. They are highly popular and parental first choice far exceeds the number of places available.

All the schools in our Trust are, first and foremost, outstanding learning communities where academic excellence sits alongside the breadth of education. Our broad, balanced and innovative curriculum is designed to challenge and support all pupils to reach their potential. We are also ambitious and innovative as a Trust. In recent years, we have launched a new Senior School (North Brent School) and a new IB Sixth Form, while gaining recognition for our inclusive approach and enhanced provision for pupils with special educational needs and disabilities (SEND). We have developed our premises to provide brand new food tech spaces, better theatre spaces and improved learning spaces.

Looking forward we will be evaluating potential Trust expansion, identifying and developing new sources of funding revenue, further maintaining and improving our facilities, and extending our reach beyond the school gates to our alumni, stakeholder and local communities.

OUR VISION

To be a high-performing, inclusive and innovative Trust that transforms lives through education, serves its communities with distinction, and creates opportunities for every learner to thrive.

OUR AMBITION BY 2029

- A catalyst for social mobility and opportunity.
- A high-performing and inclusive Trust.
- A leader in innovation and educational excellence.
- A trusted partner within our communities.
- A destination employer where talented people can thrive and develop.

WHAT DEFINES US

High expectations, inclusion, strong governance and a determination to continually improve sit at the heart of WMAT. We believe excellent financial and operational leadership is an essential enabler of excellent education. The CFOO will therefore have a direct role in delivering the Trust's mission, not merely supporting it from the sidelines.

OUR VALUES

We hold our values strongly and they underpin our thinking; they shape our organisation's ethos and the behaviours of all in the organisation. Our values drive our actions.

1. Integrity

- Integrity means distinguishing right from wrong and doing the right thing. Integrity also requires courage and accountability. We deliver work of the highest quality (by our standards as well as those of our students and their families).
- We deliver what we say we will. We share our professional judgements with students and their families – even those that may be unpopular – in a manner that is both candid and respectful.

2. Respect

- We respect the capacity and desire for personal growth in our students and staff. We treat people with consideration. We value ideas on their merit.
- We recognise that respect requires both truthfulness and empathy. We deal with one another in an open and honest way. We encourage constructive criticism. We reward performance and contribution consistent with our values. We lead by example.
- We thrive knowing that ours is a demanding profession. We accept this responsibility as a trust, as schools and as individuals.

3. Diversity

- We strive for a diverse workplace. It is fundamental to our success that we accept, value, and integrate the contributions of people. Diversity of thought, expertise, experience, and background are important in creating an environment in which creative tensions are harnessed and new ideas emerge.
- We are committed to WMAT being an institution in which all individuals have an opportunity to flourish and succeed, regardless of their age, disability, ethnicity, gender, gender identity, race, religion, belief or sexual orientation.

4. Student Achievement

- We measure our success by our students' success. We make all our resources available to our students and commit ourselves wholeheartedly to their success. In trade-offs between staff and a student's interest, the student comes first.
- Strategy matters. We seek competitive advantage for our students. Our approach is to consider the education agenda as a whole, the competition, and its dynamics. Valid data, rigorous analyses, external perspectives, root causes, and explicit logic serve as our foundations for objective decision-making.
- Our standards for progress and value added are extremely high. Our work helps change, as necessary, the mindset of our staff and students. We make sure we enhance student capabilities and deliver for them exceptional examination performances. We hold ourselves accountable for this.

5. Working in Teams

- WMAT schools are divided into departments and teams. In these teams, staff work together in a manner that is team-oriented, constructive, and challenging. We know that teamwork is essential to the success of our students. We want to strengthen our students' capabilities and be a catalyst for change in their lives. Each student is unique, and there is seldom only one solution. We believe that breakthrough ideas often result from the work of teams seeking to creatively solve real achievement challenges

6. Sharing our Success

- We seek to extend the art and science of teaching and school leadership by generalising from our experience. We seek to have a positive and lasting impact beyond the multiacademy trust domain.
- We believe we can contribute to the changing educational landscape, both directly through our student work and through our work with other trusts, schools and national organisations.

WEMBLEY HIGH TECHNOLOGY COLLEGE

Wembley High Technology College is one of the highest performing schools in the country and has been the highest achieving school in Brent for many years. It was judged 'Outstanding' by Ofsted in October 2022.

Wembley High Technology College is one of only 20 non-fee-paying schools in England offering the prestigious IB Diploma, the qualification of choice for internationally-minded students aiming for top UK and global universities.

WHTC is an exceptional school, and we truly believe that all pupils, regardless of their background, should reach their full potential. Our innovative curriculum allows our pupils to develop secure foundations in the core subjects whilst maintaining the breadth of a wide range of subjects. We believe in ensuring all pupils gain the essential knowledge and skills needed to be successful in the future.

2026 Results

- **In the top 0.1% of schools** for progress nationally
- Progress 8 score of **+1.42***, the **11th highest in the country** compared to 2024 data
- Our students achieved **over 1100** top grades **9 - 7**

Year 11 GCSEs Highlights:

- **40% of exams** were awarded grades **9-7** (1,131 top grades), compared to 22.6% nationally.
- **73% of all GCSEs** (2,133 qualifications) were awarded grades **9-5**.
- **86% achieved grades 9-4** in English and Maths GCSEs (vs 65% nationally).
- **78% achieved grades 9-5 in English**, with 39% achieving grades 9-7.
- **78% achieved grades 9-5 in Maths** with 44% at grades 9-7. An impressive **79 students** out of 251 achieved grade 8s and 9s!
- **103 students** achieved 5 or more grades **9-7**, including **52 with 10 or more** at this level.
- **45% of our cohort** (113 students) achieved **12 or more GCSEs** (compared to just 0.1% of students nationally).
- Congratulations to the **6 students** who achieved 10 or more grade 9s!

Sixth Form Success:

- **27%** of exams were awarded **A* / A grades**
- **77%** of all exams sat were awarded **A*- C grades**
- **52%** of students going to university secured a place at Russell Group Universities including Oxford, Cambridge, UCL, Imperial, LSE and Warwick
- **18 pupils** (12%) achieved **at least 3 A grades**
- **3 pupils** achieved **3 or 4 A* grades**



* Caveat on Progress 8 Score

Estimated Progress 8 score generated via Smid data. The DfE will not publish official progress figures in 2026 as students did not sit SATs exams in KS2 due to the pandemic.



“The school places a strong focus on personal development. Pupil leadership opportunities are a real strength of the school.”

OFSTED

EAST LANE PRIMARY SCHOOL

East Lane Primary School offers a unique, subject-specialist curriculum. Since opening in April 2017, the school has demonstrated consistently high standards, achieving an ‘Outstanding’ judgement in every category in its first Ofsted inspection in November 2019 and maintaining its ‘Outstanding’ status in its most recent inspection in February 2025.

The school is housed in a new and purpose-built £16 million building with exceptional resources, located adjacent to WHTC. East Lane Primary School is a three form entry school. Our results to date for Early Years, Phonics, KS1 and KS2 have been amongst the highest in Brent and significantly above the national averages. Places at East Lane are in high demand and community confidence in the school is very high.

Our curricular structure is different from many other primary schools; the school is structured around subjects, with specialist teachers providing expert subject knowledge to ensure pupils’ progress is exceptional.

We believe in recruiting and training highly qualified staff who are experts in their fields to deliver a broad, balanced and exciting curriculum. Our staff tend only to teach their specialist subjects and we believe this allows our pupils to greatly deepen their knowledge and understanding of key concepts and fully prepares them for their transition to secondary school.

2026 Results

Reception	ELPS	National (2025)
% of pupils attaining a Good Level of Development	87%	67%
Phonics Year 1		
% passing the phonics screening check	95%	80%
Year 4 Multiplication Tables		
Pass Rate	61% achieved 100% 98% achieved 18 or above	37% achieved 100% 78% achieved 19 or above
KS2		
% of pupils reaching the expected standard in reading, writing and maths	92%	62%
% of pupils reaching greater depth in reading, writing and maths	26%	8%



NORTH BRENT SCHOOL

North Brent School has been set up to have the same values, ethos, expectations and standards as Wembley High Technology College and East Lane Primary School. The school was judged 'Good' by Ofsted in 2024.

The school has moved to a new building which has been designed to provide an exceptional learning environment and state-of-the-art facilities. The DfE's approval of a £30 multi-million investment in NBS follows popular demand by the local community – reflecting the high levels of trust and confidence which our families have in all Wembley Multi-Academy Trust (WMAT) schools. It is expected to become the leading school in the area and give a choice for families to attend an academically high performing school.

2026 Results

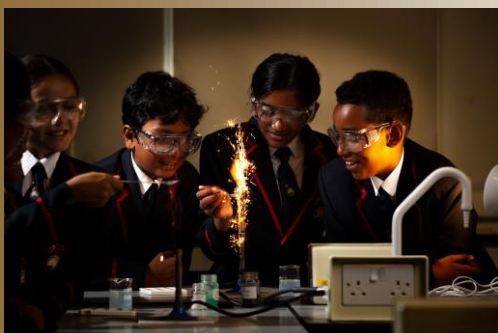
- Progress 8 score of **+0.77***, this would place us in the top 10% of schools nationally compared to 2024 data

Year 11 GCSEs Highlights

- 34.5% of exams** were awarded grades **9–7**, compared to 22.6% nationally.
- 68% of all GCSEs** were awarded grades **9–5**.
- 62.5%** achieved grades **9–5** in English and Maths (17.5% higher than the national average of 45%).
- 56%** achieved grades **9–7** in Maths (national average 21.5%).
- Grade 7 was the most common grade.
- 81%** of pupils were entered for the English Baccalaureate (EBacc) in 2026.
- EBacc average point score: **5.07** (national average 4.09 in 2025).

** Caveat on Progress 8 Score*

Estimated Progress 8 score generated via Smid data. The DfE will not publish official progress figures in 2026 as students did not sit SATs exams in KS2 due to the pandemic.



We believe that improving outcomes for children begins with investing in the people who teach and lead them. By supporting every stage of the profession, from trainee teacher to executive leader, we help schools develop the talent, expertise and leadership needed to thrive now and in the future.

NORTH WEST LONDON TEACHING SCHOOL HUB

In 2021, Wembley High Technology College (a part of WMAT) was one of 87 schools in England selected to be designated as a new Teaching School Hub by the Department for Education.

WMAT, as the North West London Teaching School Hub (NWLTSH), leads across the Brent, Barnet and Enfield areas, and we are proud to have been recently re-designated as hub for North West London. NWLTSH provides high quality professional development to teachers and leaders along the Golden Thread from ITT and ECF all the way to NPQs for Executive Headship.

Teachers working with NWLTSH receive the highest quality of training on how to become the best classroom practitioners. Leaders are developed to become experts in their areas. The training aims to improve the quality of teaching and leadership, allowing every child to receive a world-class start in life. NWLTSH provides the full range of professional development for the Department for Education to teachers beginning their training, ECTs, mentors, all NPQs, as well as the Appropriate Body Service.



Key Stats: So far this year, the NWLTSH...

- Work with **396 schools** across Brent, Barnet and Enfield.
- Had a **90% retention and completion** rate for ITT last year
- Support **998 Early Career Teachers and mentors** through the ECTE
- Have recruited a **183 further participants to our NPQ programmes** for this year
- Support nearly **1000 ECTs through our AB services**
- Had a **95% participant satisfaction** across our programmes
- Delivered a **97% NPQ completion rate last year.**



CHIEF FINANCIAL & OPERATIONS OFFICER THE OPPORTUNITY

Wembley Multi-Academy Trust (WMAT) is seeking an experienced, strategic and commercially minded **Chief Financial & Operations Officer (CFOO)** to provide strong financial leadership and oversight across the Trust.

The CFOO will play a key role in ensuring the Trust's financial and operational sustainability, supporting strategic decision-making and maintaining the highest standards of financial governance, compliance and accountability. With an anticipated annual turnover of approximately £28 million in 2026–27, the Trust is financially stable, with healthy reserves in place to support its continued development and future ambitions. The Annual Report and Financial Statements can be found on our website [here](#).

CFOO is expected to bring a modern, business-like approach to the leadership of the finance function, running it as a highly competent and efficient service with an emphasis on business partnership across the academies, and with devolution of the service where appropriate. They will support commercial decision-making to ensure the Trust works effectively towards the delivery of its vision, and strategic goals.

The CFOO will be expected to work closely with the CEO, Senior Leadership Team, Trustees and other key stakeholders. The Finance team consists of the CFOO, Financial Controller, Management Accountant and two Finance Assistants all based at Wembley High Technology College.

The CFOO will provide expert financial advice and ensure that resources and operational functions (H&S, Estates, IT, Catering) are managed effectively to support WMAT's educational and strategic objectives.

CHIEF FINANCIAL & OPERATIONS OFFICER JOB DESCRIPTION

Your Strategic Priorities

The successful candidate will be expected to establish credibility quickly and work collaboratively across the Trust. Early priorities are likely to include:

Priority	What success looks like
Financial strategy	A clear multi-year financial model aligned to WMAT's strategic plan, with transparent assumptions, sensitivities and choices.
Controls & assurance	A consistently applied control environment that gives Trustees and leaders confidence in financial integrity and compliance.
Insight & reporting	Concise, timely management information that supports challenge, accountability and better decisions.
Team & systems	A finance function with clear roles, strong professional standards, efficient processes and effective use of technology.
Value & investment	Evidence-led allocation of resources, robust procurement and disciplined appraisal of capital and strategic investment.
Risk & resilience	Financial risks identified early, actively managed and integrated with the Trust's wider risk framework.



CHIEF FINANCIAL & OPERATIONS OFFICER JOB DESCRIPTION

Key Responsibilities

Strategic Leadership

- Translate Trust strategy into sustainable financial and operational plans and options.
- Provide high-quality advice, constructive challenge and recommendations to the CEO and Board.
- Lead financial modelling for organisational development, investment and future opportunities.

Governance, Compliance & Assurance

- Maintain effective financial governance, policies, controls and delegated authorities.
- Ensure accurate and timely regulatory, statutory and funding returns.
- Coordinate audit and assurance activity and ensure agreed actions are implemented and evidenced.
- Oversee key operational functions, policies and processes to ensure effective, efficient and compliant service delivery across the Trust and its schools.

Budgeting, Reporting & Performance

- Lead annual budgets and rolling forecasts across the Trust.
- Deliver clear monthly and termly reporting, variance analysis and forward-looking financial and operational insight.
- Work with leaders to strengthen budget ownership and financial literacy.
- Monitor financial and operational performance, identifying risks, efficiencies and opportunities to improve outcomes across the Trust and its schools.

People, Systems & Service

- Lead, coach and develop and manage the finance and operational support teams ensuring effective operations and delivery of high-quality services across WMAT.
- Set high standards for responsiveness, accuracy, customer service and professional conduct.
- Continually improve finance and operational systems, data quality, processes and automation.

Commercial, Procurement & Capital

- Promote value for money, effective contract management and compliant procurement across the Trust.
- Provide financial and operational leadership for capital programmes and major contracts.
- Support robust business cases, option appraisal and post-investment evaluation, assessing both financial impact and operational benefits.
- Maximise income from commercial activities and treasury management, building on existing arrangements and exploiting new opportunities where possible.

CHIEF FINANCIAL & OPERATIONS OFFICER

PERSON SPECIFICATION

We are looking for a financially astute, values-led executive who can operate comfortably at both strategic and operational level. You will bring intellectual rigour, sound judgement and the confidence to challenge while building strong, trusted relationships.

Essential (E) | Desirable (D)

Qualifications and Experience

A recognised professional accountancy qualification (for example ACA, ACCA, CIMA or CIPFA), or equivalent professional standing	E
A strong track record of successful senior finance leadership experience in a complex organisation and working with a Board of Trustees or equivalent structure	E
Substantial post-qualification experience in senior financial management, including strategic financial planning, statutory reporting, financial controls, audit and risk management	E
Experience of capital programmes, procurement, contract management and strategic business cases	E
Senior resource management with accountability for a complex resource base	E
Experience leading one or more business service disciplines such as IT, Finance, HR, Estates, Catering and Administration	E
Finance experience within a multi-academy trust, school group or education organisation	D
Either Level 7 in Academy Financial and Operational Leadership, or Certificate in the Financial Reporting of Academies (CertFRA) or Masters in Business Administration	D
Experience supporting organisational growth, transformation or significant systems/process improvement	D

Skills and Knowledge

An understanding of the School's responsibilities in relation to safeguarding and child protection issues and a clear commitment to delivering best practice in safeguarding	E
Strong understanding of governance, risk and assurance	E
A track record of developing teams, improving systems and raising professional standards.	E
Ability to fulfil the financial leadership responsibilities set out in the Academy Trust Handbook and applicable financial reporting requirements	D
Up-to-date knowledge of Data Protection and Freedom of Information Acts	D

Personal Attributes

Ability to communicate complex financial matters clearly to non-finance audiences and governing boards	E
Commercial judgement and the ability to balance financial discipline with organisational ambition	E
High personal integrity, resilience, discretion and a strong commitment to public service and educational opportunity	E
Ability to manage own workload without direction, having the ability to prioritise to meet tight deadlines	E
Ability to persuade, motivate, negotiate and influence	E
Ability to be reflective and self-critical	E
Proactive and self-motivated	E
Values and promotes equity, diversity and inclusion.	E

WHY JOIN WMAT?

At WMAT, financial leadership is directly connected to opportunity for children and young people. The CFOO will have the platform to influence Trust-wide strategy, work closely with an ambitious executive team and Board, and shape how resources are deployed across our schools.

WHAT WE OFFER

- The opportunity to shape financial strategy across a high-performing and ambitious London Trust.
- A culture that values professional challenge, evidence, inclusion and continuous improvement.
- A broad portfolio spanning strategic finance, governance, assurance, procurement, capital investment and organisational development.
- The opportunity to build on existing capacity and further develop a high-performing finance service.
- A role where financial decisions have a tangible impact on pupils, staff and communities.

Job title:	Chief Financial & Operations Officer (CFOO)
Salary:	In the region of £100-£110k depending on skills and experience
Contract:	Permanent, year-round, full time on site
Benefits:	LGPS Pension, 27 days annual leave
Location:	Wembley Multi-Academy Trust, London
Reporting to:	Chief Executive Officer
Accountability:	CEO and Board of Trustees

Safeguarding and child protection

WMAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Applicants will be required to undergo child protection screening appropriate to the post. As this role involves regulated activity with children the successful applicant will be required to complete a disclosure and barring service (DBS) disclosure application. Employment will be conditional upon WMAT being satisfied with the result of the enhanced DBS check and the outcome of all other checks.

WMAT will also carry out a check of the Children's Barred List on the successful applicant. Applicants should be aware that it is unlawful for WMAT to employ anyone to work with children if they are barred from doing so, and it is a criminal offence for a person to apply to work with children if they are barred from doing so.

This role is also exempt from the Rehabilitation of Offenders act 1974 and WMAT is therefore permitted to ask shortlisted applicants to declare all convictions and cautions (including those which are 'spent' unless they are 'protected' under the DBS filtering rules) in order to assess their suitability to work with children.

APPLICATION PROCESS

Interested candidates are invited to contact RSAcademics to arrange a confidential discussion with one of the consultants handling this appointment:

- Nina Lambert, Head of Professional Services Appointments: ninalambert@rsacademics.com or
- Peter Lockhart, Search Consultant: PeterLockhart@rsacademics.com

Closing date: 10.00am on Monday 16th November 2026.



Applications should be made electronically to RSAcademics.

To submit your application, please upload your documents according to the instructions on the [RSAcademics website](#).

You should submit the following (both in PDF format):

- a completed application form (available alongside this candidate information on the [RSAcademics website](#))
- a covering letter addressed to the CEO, Beth Ragheb. Your letter should be a maximum of two pages and should explain your reasons for applying and outline your suitability for the role.

If you have any questions about uploading your application documents, please contact Laura Cave, Project Manager (Leadership Appointments), at applications@rsacademics.com. Laura may also be reached by calling our Head Office on +44 (0) 204 6269 790.

The process is as follows:

- All applications will be acknowledged by email. If you have not received acknowledgement that your application has been received within two working days of sending it, please contact RSAcademics by telephone
- Preliminary interviews will take place with RSAcademics via Teams on **19th and 20th November 2026**
- Longlist interviews will take place at Wembley High Technology College during the **week commencing 30th November 2026**
- Shortlist interviews will take place at Wembley High Technology College during the **week commencing 7th December 2026**

N.B. Safer recruitment checks will be made at all stages in the recruitment process.

RSAcademics is a global executive search and consultancy firm working exclusively with schools. For more than 20 years, we've supported governors and leaders at pivotal moments – whether they are appointing senior staff or making complex strategic decisions. What makes us distinctive is the depth of first-hand experience in schools across our team – as heads, governors, bursars and senior professionals – combined with specialist expertise in areas such as strategy, research, marketing and finance. This blend is continually enriched by our ongoing consultancy and appointments work with schools worldwide, so our advice is always current, practical and evidence led. Please visit www.rsacademics.com for more information.