



**Resilience  
Multi Academy  
Trust**

# **Director of Estates Recruitment Pack**





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# Welcome

Thank you for your interest in the role of Director of Estates at RMAT. I am delighted that you have chosen to find out more about this role.

RMAT's mission is to generate social mobility and improve the life chances of our children and young people through providing excellent educational experiences. This has led to all our settings being rated good or outstanding.

Our values of Aspiration, Resilience and Empowerment underpin our mission and inform our key strategic goals that we are committed to achieving in our strategic plan. We want our young people to aspire for their future success, to inspire our staff to be leading professionals and lifelong learners and for our organisation to build a reputation for achievement amongst the best multi academy trusts.

Resilience is at the heart of RMAT. It allows us to build confidence within our young people, allowing them to persist in the face of setbacks and to enable our staff and students to demonstrate adaptability and positivity as core characteristics. We also want to empower our young people to succeed in life regardless of their starting point by providing an excellent education. To achieve this, we trust our staff as self-determining professionals and ensure the fundamental conditions for success by providing well ordered, well resourced, professionally supported academies.

As we deliver on our mission to improve life chances through excellent educational experiences, the Director of Estates will play a vital role in shaping the environments where our students and colleagues thrive. This is a strategic leadership opportunity to help realise our vision of sustainability, innovation, and excellence across our academies. The successful candidate will lead on ensuring our estate is safe, compliant, and future-focused—supporting our goals of becoming an environmentally sustainable organisation, maintaining financial strength through sound capital planning, and being an employer and partner of choice. If you are passionate about creating spaces that empower learning and reflect our values of aspiration, resilience, and empowerment, we look forward to your application.

We hope our mission resonates with you and you look forward to playing a leading role in our future. Our HR Team will be delighted to talk to you about your skills and experience and I hope you will discover that we are the right choice for your next step



**Saira Luffman**  
Chief Executive



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# About RMAT

Established in 2014, RMAT has evolved into a vibrant community of six academies and an independent alternative provision, each celebrated for their unique strengths and achievements.

**BBG Academy:** This academy is consistently oversubscribed, showcasing outstanding community engagement and academic performance that surpasses the national average.

**Brayton Academy:** Proudly retaining its Outstanding status from a recent Ofsted inspection, Brayton Academy demonstrates high performance and above-average outcomes since joining the Trust.

**Rodillian Academy:** The foundation of our trust's journey.

**The Southway Independent School:** Recognised for enhancing opportunities for young people, this school holds a "Good" rating from Ofsted as of 2022.

**The Featherstone Academy:** Our smallest secondary academy has shown remarkable growth and is now full in Key Stage 3. It holds a "Good" rating from Ofsted.

**UTC Leeds:** Joining RMAT in September 2023 after a long partnership, UTC Leeds was judged "Good" by Ofsted in January 2023. It received "Outstanding" ratings for Behaviour and Attitudes and Sixth-Form Provision, making it one of the highest-performing UTCs in the country.

**Churwell Primary Academy:** The latest addition to our family, Churwell Primary Academy marks an exciting new chapter as we welcome our first primary school.

**Central Services Team:** Providing robust support to our academies, our Central Services Team ensures that students and staff have access to modern, fully functional technology through significant investments in ICT.

**Estates Team:** Collaborating with Academy Principals and Premises Teams, our Estates Team implements a comprehensive estates strategy. Successful CIF bids have led to substantial improvements, and our transition to Schools Capital Allocation further enhances our infrastructure capabilities.

**Finance Team:** Our Finance Team works closely with academies to manage budgets effectively. RMAT's strong financial position allows us to support individual academies through an extensive capital programme.

**HR Team:** Providing expert support for both strategic and operational HR issues, our HR Team ensures the smooth operation of our academies. The RMAT Company Secretary guarantees robust governance and compliance, bridging the gap between the RMAT Executive and the Trust Board, while also overseeing data protection.





# About the role



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The Director of Estates is a strategic leadership role at the heart of RMAT's mission to improve life chances through excellent educational experiences. You will lead the development and delivery of a trust-wide estates strategy that ensures our academies are safe, inspiring, and fit for the future.

You will be responsible for the operational oversight of all buildings and grounds across the Trust, ensuring compliance with health and safety regulations, delivering capital projects, and managing planned and reactive maintenance. Your work will directly support high-quality teaching and learning environments.

As RMAT continues to grow, your leadership will be key to ensuring our estate is scalable and sustainable. You will help shape the physical infrastructure that supports our ambition to become a strong, inclusive, and diverse trust serving over 7,500 students.

Sustainability is a core strategic priority. You will lead on implementing climate action plans, embedding environmentally responsible practices, and supporting capital investment that contributes to decarbonisation and long-term ecological impact. Financial stewardship is central to this role. You will manage estates budgets, oversee procurement, and ensure value for money in all aspects of estates delivery—supporting the Trust's commitment to financial strength and strategic investment.

You will also play a vital role in supporting RMAT's position as an employer of choice. By ensuring our academies are well-maintained, professionally supported, and conducive to wellbeing, you will help create environments where staff and students can thrive.

This is an exciting opportunity for a visionary estates professional to make a lasting impact across a growing multi-academy trust. If you are passionate about operational excellence, sustainability, and enabling educational success, we would be delighted to hear from you.



# Job Description



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**Job Title:** Estates Director  
**Grade:** G006  
**Actual Salary** £58,831 to £69,013  
**Hours:** 37 hours per week, Monday to Friday, All Year round

**Responsible to:** COO

## **Main purpose:**

To provide strategic leadership and operation oversight for the trust's estates and facilities, ensuring all academies have safe, compliant and well-maintained environments that support high quality education.

## **Main Responsibilities:**

- Develop the strategic and operational management of the trust's estate, ensuring that facilities are safe, efficient, compliant and aligned with the trust's mission, vision and values and strategic management.
- Line management of Estates and Facilities colleagues, Site teams and Contractors.

## **Estates strategy and compliance**

- Develop and implement a trust wide Estates strategy including sustainability which aligns with the Trust's strategic plan in partnership with the trust board, central executive group and academy principals
- Ensure compliance with all estates statutory and regulatory requirements, including health and safety, fire safety, building regulations and environmental standards.
- Lead on risk assessments, audits and compliance checks across the Estate

## **Estates Maintenance & Capital Projects**

- Oversee planned and reactive maintenance ensuring cost-effective and efficient upkeep of buildings and grounds
- Lead capital investment projects from feasibility studies to procurement and delivery, ensuring projects are delivered on time and within budget
- Develop and manage the long-term asset management plan for the trust's estate

## **Health, Safety & Risk Management**

- Act as the Trust's responsible person for estates related health and safety matters.
- Ensure robust emergency planning and business continuity measures are in place relating to premises.
- Implement and monitor risk assessments, COSHH management, fire safety protocols and legionella control measures.

## **Budgeting and financial management**

- Contribute to the management of the estates budget, ensuring value for money and effective financial planning.
- Identify and apply for capital funding opportunities including bids and grants.
- Ensure effective procurement and contract management for estates services and utilities.

## **Leadership and stakeholder engagement**

- Lead and develop the estates and facilities team, promoting high standards and continuous improvement.
- Provide expert estates advice to the Trust Board, executive team, and senior leadership teams.
- Act as the trust's key contact for external contractors, local authorities and regulatory bodies.

## **Other responsibilities**

To participate in professional and personal development programmes as required, including training and performance review.

- Demonstrate a flexible approach to undertaking tasks and responsibilities.
- To appreciate and support the work of other professionals.
- To contribute to the overall ethos/work/aims of the Trust.
- To be aware of, and comply with, policies and procedures relating to child protection and Safeguarding, reporting any concerns to a designated person within each establishment

- To be aware of, and comply with, health & safety; security; confidentiality and data protection policies and procedures reporting all concerns to the Chief Operating Officer
- To support the Trust's Diversity, Equality and Inclusion Policy.

**Any Special Conditions of Service:**

- There is a requirement to work across all the academies within the Trust. The Central Services Team base is currently at The Featherstone Academy, Pontefract.
- The post is full time, 37 hours per week, all year round.
- The post involves a need to work flexibly, attending meetings in the evening across the trust.
- There is a requirement to submit to an enhanced Disclosure and Barring Service (DBS) check along with all other statutory employment checks deemed appropriate.



**RMAT is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, contractors, and visitors to share this commitment. The successful candidate will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service and other statutory checks.**

## **Qualifications:**

### **Essential**

- Professional qualification in estates or facilities management construction or engineering. (eg IOSH, NEBOSH, IWFM, RICS or equivalent)
- Full driving licence

### **Desirable**

- Continuing CPD

## **Experience:**

### **Essential**

- Proven experience managing multiple sites within an educational, public sector or large organisation setting.
- Strong knowledge of health & Safety legislation, statutory compliance and risk management
- Experience in budget management, capital projects and procurement

### **Desirable:**

- Experience working within a multi academy trust or the wider education sector.
- Knowledge of DfE estate management guidance and funding models

## **Skills and Practice:**

### **Essential**

- The ability to problem-solve.
- Excellent planning and organisational skills.
- The ability to communicate clearly and effectively.
- The ability to work flexibly to take account of differing priorities
- Strong leadership and people management skills
- Excellent communication and stakeholder engagement abilities



## **Desirable**

- Highly effective influencing and enabling skills
- Recent training.

## **Knowledge and Understanding:**

### **Essential**

- The ability to plan ahead.
- A long-term orientation and futures focus.
- High level strategic planning

## **Values and Behaviour:**

### **Essential**

- The ability to be open minded and provide accurate, honest and constructive advice and guidance.
- The ability to work flexibly and to be equally adept at working on your own and as part of a team.
- Willing and able to travel to sites across the Trust and to flex working hours to attend meetings that may take place of an evening or the occasional weekend.

## **Other Requirements:**

### **Essential**

- The post holder will be required to travel across all RMA sites and therefore must be willing to travel and have access to their own reliable transport.

## **Equality Act 2010**

We have specified that you need to be a driver with access to your own vehicle as an essential criteria of the post. This is as a result of the geographical layout of the trust. The use of public transport may not always be practical to visit our academies and undertake the requirements of the role.

However, we are happy to have a discussion with candidates who may need RMA to consider any adjustments in accordance with the Equality Act 2010. If this applies to you please contact HR to arrange a confidential discussion.

# How to apply



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## To apply

To discuss this role in more depth, please contact HR in the first instance to facilitate your discussion. Please email [hr@rmat.uk](mailto:hr@rmat.uk)

To apply you will need to complete the application form which can be found on our website at [www.resiliencemat.uk/vacancies](http://www.resiliencemat.uk/vacancies).

You should ensure that you provide a supporting statement which outlines your experience in relation to the job description and person specification.

Completed applications must be returned to [recruitment@rmat.uk](mailto:recruitment@rmat.uk)

Closing date for applications: Friday 15 August 2025 at 4pm

Interviews: Tuesday 26 August 2025

Please note dates are indicative and subject to change.

All applications will be acknowledged.

Resilience Multi Academy Trust is committed to safeguarding and promoting the welfare of children and young people. We expect all staff, volunteers, visitors and contractors to share this commitment. Shortlisted applicants will undergo relevant checks in line with statutory guidance and all appointees will be required to undertake an Enhanced Disclosure check by the Disclosure and Barring Service.

**We look forward to hearing from you**