



Appendix 1 – Job Description – Oasis Community Learning Chief Executive Officer

POST: Oasis Community Learning (OCL) Chief Executive Officer (CEO)

RESPONSIBLE TO: Directly accountable to the OCL Board as Accounting Officer. Accountable to the OCL Board and Group CEO for wider CEO responsibilities.

KEY RELATIONSHIPS: OCL Board of Trustees, OCL CEO Executive Assistant, Oasis Group CEO, OCL Chief Education Officer (CEdO), OCL Chief Finance Officer (CFO), OCL Chief Operating Officer (COO), National Directors, National Education Team, Service Directors, Oasis UK Leadership Team, Regional Directors, Academy Principals

SALARY: Competitive salary, pension, and benefits

LOCATION: Oasis National Office

WORKING HOURS: Full Time

CONTEXT, PURPOSE, AND FUNCTION OF THE ROLE:

OCL is the part of the Oasis group of charities and is responsible for the overall governance, management, and delivery of exceptional inclusive education through the family of Oasis academies. OCL works in close partnership with all other functions of the Oasis family (children's/youth/community, church, community housing, homelessness, secure/residential care, anti-human trafficking) to fulfil the ultimate Oasis vision and mission of community transformation.

In this context, OCL is responsible for enacting the Oasis vision for high-quality inclusive education (see appendix 2) through our family of academies so that together we can improve outcomes for children and young people, build social mobility, and break cycles of poverty through education that is:

- Inclusive, broad, and offers high-quality educational opportunities to all
- Formational, prioritising Christ-centred virtues and character
- Relational, restorative, and loving
- Community-oriented, holistic, and locally contextualised

The role of OCL CEO therefore works in close partnership with the Oasis Group CEO and colleagues across Oasis to ensure that OCL delivers high-quality education and plays its part in the ultimate community transformation vision and mission of Oasis.

The OCL CEO has overall accountability to the OCL Board for all aspects of the operation of OCL and the provision of high-quality broad and inclusive educational outcomes for students through the delivery of quality curricula, teaching, qualifications, and destinations pathways. They will enact this responsibility in close partnership with the Chief Education Officer (CEdO). In particular, the OCL CEO has the following responsibilities and accountabilities:

1. Strategic organisational leadership
2. Organisational culture and team leadership
3. Ensuring high-quality education
4. Integration with the wider Oasis family

5. Communications, external engagement, and strategic organisational leadership in the education sector
6. Ensuring a high-quality people strategy
7. Finance, sustainability, and compliance – including accountability as Accounting Officer
8. Governance, and engagement with regulators

The Christ-centred Oasis ethos of inclusion, healthy relationships, equality, hope, and perseverance sits at the core of our movement. Therefore, the successful candidate will champion, demonstrate, and fully embrace the Oasis ethos and ensure that we continue to build an organisational culture that reflects this.

KEY RESPONSIBILITIES/ ACCOUNTABILITIES:

Strategic organisational leadership – vision, ethos, culture, strategy, local understanding

- **Vision/ strategic direction** – To lead OCL to deliver the ultimate Oasis vision for inclusive education through our family of Oasis academies. To work with the OCL Board to develop the strategic direction for the organisation and to deliver to the strategic ends that the Board ultimately set. To enable OCL/ Oasis academies to fulfil their educational responsibilities as part of Oasis’ overall mission of community transformation (see appendix 2).
- **Distinctive educational purpose/ innovation** – To champion Oasis’ distinctive vision for education, seeking innovative ways to remove barriers to opportunity for children and young people, to rapidly improve outcomes, and to build an inclusive/ restorative environment for all.
- **Strategic objectives** – To develop organisational objectives and targets for OCL that are vision-led, drive school improvement and high-quality outcomes for children and young people, are appropriate, are deliverable, and are aligned to securing a sustainable future. To communicate the strategic organisational and educational aims of OCL to the entire workforce and to support staff to understand the contribution that this makes to the Oasis mission of community transformation.
- **Organisational shape and design** – Working in collaboration with the Chief Education Officer and the wider leadership team, to develop and continually shape a fit for purpose organisation that delivers to both the immediate and future implications of the vision and strategy.
- **Strategic development** – To plan for future needs and to provide evidence and information to the OCL board in order that they can make strategic decisions on proposed growth of the organisation. To ensure that strategic development is integrated with/ supports the whole Oasis mission.
- **Strategic assurance** – To ensure that the organisational strategy is effective, has impact for children and young people, and enables Oasis academies to deliver exceptional inclusive education.
- **Monitoring and evaluating organisational impact** – To ensure the organisation has effective monitoring and evaluation strategies in place that are aligned to clear intervention protocols. To regularly re-evaluate the design, function, and governance of the organisation, prioritising listening across the Oasis family.
- **Local understanding** – To demonstrate leadership that prioritises the context and operational requirements of the local Oasis mission. To prioritise strategies that carefully balance local leadership and the advantages of scale. To be involved in the life of Oasis at a local community level, leading by example through practical engagement in Hubs and through deep local understanding.

Organisational culture and team leadership

- **People-centred leadership** – To set and model an approach to leadership that is self-aware, collaborative, empathetic, listening, and people-oriented; one that emphasises the role of leaders as servants of the organisation and embeds and sustains an empowering and relational culture across the entire organisation.
- **Ethos and values** – To champion, demonstrate, and fully embrace the Christ-centred Oasis ethos of inclusion, healthy relationships, equality, hope, and perseverance. To direct the Chief Education Officer to ensure that education in Oasis academies is marked by exploration of the great questions of life; what we care about at the highest level, who we are and who we are becoming.
- **Team culture and leadership** – To build, coach, and mentor a senior team with a culture that enables and facilitates others to lead well – a culture that is supportive, safe, collaborative, challenging, and ensures that responsibility is well-distributed throughout the organisation – so as to achieve the goals outlined within the overall organisational strategy.
- **Equality and diversity** – To ensure that the organisation has a vibrant and impactful strategy for growing equality and diversity, and for proactively addressing areas of inequality both internally and externally. To play an active part in the EDI Steering Group and to support the EDI Network Leads to embed a culture of listening and response across the organisation.

Ensuring high-quality education

- **Overall accountability** – To have ultimate accountability for the entire organisation and therefore the quality of education in Oasis academies. To delegate accountability to the Chief Education Officer for strategic educational leadership as follows:
 - Developing a distinctive and expansive educational strategy that provides high-quality and restorative outcomes for all students; a strategy that particularly ensures that vulnerable and disadvantaged students receive high-quality educational opportunities and outcomes in line with the Oasis narrative of inclusive education.
 - Driving school improvement and rapidly improving outcomes for children and young people.
 - Ensuring high standards, performance, and quality destinations for students.
 - Enacting strategies and monitoring progress to hold academies to account.
 - Ensuring the delivery of outstanding outcomes for all students who attend an Oasis academy.
 - Presenting a coherent and accurate account of both the OCL and individual academy performance in a form appropriate to a range of audiences.
- **Keeping children safe** – To hold the Chief Education Officer and colleagues across the organisation including the Director of Safeguarding and Wellbeing accountable for ensuring that students in Oasis academies learn within a safe and healthy environment where standards of behaviour are ambitious and encourage learning and the well-being/ social development of students.

Integration with the wider Oasis family

- **Collaboration** – To promote, model, and enable a collaborative culture across OCL and the wider Oasis family. To look for all opportunities to fulfil the Oasis integrated community transformation mission and to leverage the work of the wider Oasis family to improve outcomes for students, their families, and their communities.
- **Community transformation** – To work with the Group CEO and wider Oasis UK Leadership Team to ensure that Oasis academies play their part as anchor institutions in communities. To promote the unique Oasis community transformation model of integrated education, children's/youth/community support, community empowerment, community housing, church development and much else to external stakeholders.

Communication, external engagement, and strategic leadership in the education sector

- **External communication/ stakeholders/ educational change agent** – To work with colleagues across the entire Oasis family to build and sustain strong, positive, and effective relationships with key stakeholders and partners beyond Oasis in order that Oasis is seen as a pioneering leader in the education sector. To work with the Group CEO, Founder, Chief Education Officer, and wider OCL leadership team to build profile and develop positive communication with the media, that adds to public perception of the Oasis mission and brand. To champion innovative new educational strategies and to articulate the associated policy changes that would help to embed these approaches within Oasis and society more generally.
- **OCL/ Oasis profile and reputation** – To maintain and enhance the profile of Oasis and OCL with government so that the strengths of the organisation are understood and made available for scrutiny at the highest level. To ensure that OCL communicates and evidences the distinctive nature of the Oasis educational and community transformation model. To work in partnership with the Chief Education Officer, Oasis Group CEO and Founder to represent Oasis and OCL at key international, national, and local events and meetings across the education system and to engage in meaningful collaboration with other multi-academy trusts.
- **National Institute of Teaching (NlOT)** – To work alongside the National Director of Learning and Development to actively drive the success of the NlOT and the profile of Oasis within it. To further develop world-leading system that nurtures the talents of teachers and leaders at all stages of their careers. To serve as a trustee of the NlOT and provide effective governance.

Ensuring a high-quality people strategy

- **Relational focus** – To ensure the organisation has a people strategy which prioritises staff and volunteers as key to ensuring that the organisation can deliver quality and restorative opportunities for students, their families, and the wider community. To hold ultimate accountability for the people strategy and to delegate a range of tasks including the following to the Director of People and Culture:
 - Talent management and succession planning, supporting staff and volunteers to grow and succeed at all levels.
 - Succession planning at all levels across the organisation.
 - Ethos-led employment practices, ensuring that OCL has high-quality employment practices that are borne out of the Oasis ethos.
 - Ensuring that OCL's staffing capability and capacity is designed and assessed to meet current and future needs.
- **Inclusive people development** – To lead with passion and authenticity, ensuring that we create an inclusive environment for all employees and actively seek diversity within our workforce and governance structure.
- **Learning and development** – To ensure the organisation has a learning and development strategy where all staff have access to high-quality personal and professional learning and development that is aligned to address both organisational and individual needs. To ensure the NIOT adds significant depth and value to our learning and development approach.

Finance, sustainability, and compliance – including accountability as Accounting Officer

- **Financial/ risk management and mitigation** – To ensure that sound financial and risk management systems are in place. To ensure that the organisation plans effectively and works flexibly to mitigate risks and provides an organisation that is fit for purpose.

- **Sustainability** – To ensure the long-term sustainability of OCL and its academies through effective financial and estates management. To ensure OCL delivers the most efficient, effective, and sustainable provision of education to the highest quality, making the most effective use of the resources available.
- **Compliance** – To ensure the organisation complies with all statutory and legal requirements including safeguarding and health and safety. To use resources in aid of OCL's charitable purposes as defined in our charitable Articles of Association.
- **Service delivery** – To work with the Chief Operating Officer (COO) and Directors of Services to ensure there are high levels of service delivery to all the academies across the family.
- **Financial accountability for OCL as Accounting Officer** – To act as the Accounting Officer for OCL in accordance with the requirements of the Education and Skills Funding Agency (ESFA) (see below for further detail)

Governance, accountability, and engagement with regulators

- **Accountability to the OCL Board** – To understand and welcome the role of effective governance, upholding an obligation to give account and accept responsibility. To develop and maintain effective and dynamic relationships with the OCL Board, recognising their key role in holding the OCL CEO, Chief Education Officer, and executive team to account. To develop a culture of accountability across the organisation.
- **Accountability to the wider Oasis family** – To develop and maintain an effective working relationship with the Group CEO and wider Oasis UK Leadership Team, to ensure that OCL is accountable to Oasis for the ultimate vision, narrative, and strategic direction of education delivered through Oasis academies.
- **Board governance** – To act as the primary staff member responsible for supporting and enabling the OCL Board to fulfil their overall governance responsibilities and to set strategic organisational ends. To ensure the OCL Board receives quality information and robust analysis in the level of detail needed to make informed decisions and fulfil its functions and legal obligations. To provide advice and guidance to the OCL Board about effective practice and their roles and responsibilities in delivering high-quality outcomes for all students.
- **Local accountability** – To promote and enable ways in which Oasis Academies can listen to, be supported by, and accountable to parents and local community members through mechanisms such as Oasis Hub Councils, and parental surveys.
- **External regulation** – To understand the role of relevant regulatory bodies and ensure OCL and its academies respond to their requirements as appropriate. To be a key point of contact with Ofsted during inspections, to hold strategic relationships with the DfE/ ESFA at national and regional level.

PERSON SPECIFICATION

OCL Chief Executive Officer

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Educated to degree level or equivalent and /or relevant professional qualification in management/ leadership. Evidence of recent commitment to your own professional development. 	<ul style="list-style-type: none"> Additional and relevant post-graduate qualifications. Leadership or management qualifications. School leadership qualifications.
Core competencies	<p>Ethos/ personal formation</p> <ul style="list-style-type: none"> Commitment/ openness to continually learn about the values and behaviours which flow from the Oasis ethos and 9 Habits. <p>Courageous and committed leadership</p> <ul style="list-style-type: none"> Decision making that is deeply rooted in personal narrative/ ethos/ spirituality, as well as the values of the organisation. Inclusive, empowering, and open. Creative, innovative, and having a pioneering spirit. Highly motivated, dynamic, and supportive of others. The ability to inspire and challenge others, acting as a role model. The ability to delegate effectively. Courageous leadership that recognises your own limits, prejudices, and biases, and shows cultural sensitivity. The ability to remain calm under pressure, reflecting before making important decisions. Long-term and hopeful perseverance. Quality-focussed, hard-working, and high-performing. <p>Collaborative leadership</p> <ul style="list-style-type: none"> High levels of emotional intelligence, self-awareness, and humility. Disposition to learn and to being teachable. People-oriented and generous. Flexibility, openness, and commitment to collaborative leadership. The ability to hold ambiguity well and to work flexibly within complex structures. The ability to secure healthy effective working relationships where successes and weaknesses are identified, and problems solved. <p>Safeguarding</p> <ul style="list-style-type: none"> Commitment to/ strategic understanding of safeguarding and promoting the welfare of children and vulnerable adults. Deep commitment to the wellbeing of all staff and volunteers across the organisation. Willingness to undergo appropriate checks, including enhanced DBS checks. 	
Job knowledge, skills and experience	<p>Understanding of the education sector/ governance</p> <ul style="list-style-type: none"> Significant strategic leadership experience with a track record of effective operational delivery and raising standards across a multi-site organisation of scale and complexity. Deep understanding of educational/ academy regulatory frameworks and the legislative requirements. 	<ul style="list-style-type: none"> Evidence of strategic in-school leadership. Experience of/ understanding of leading a not-for-profit organisation and proven understanding of charity governance.

	<ul style="list-style-type: none"> • Significant experience of working effectively with a board of trustees and understanding of the implications of governance in an educational context. • Understanding the implications of leading a national and local organisation. <p>Enacting vision/ strategic thinking</p> <ul style="list-style-type: none"> • The ability to articulate and communicate a compelling sense of ambition, vision, and aspiration at every level of an organisation and to take people with you. • The ability to communicate and galvanise a distinctive, broad, inclusive, and aspirational educational vision. • Significant senior-level experience in effective strategic and operational leadership and implementation. Experience of driving and evaluating performance and facilitating delivery to meet organisational objectives and strategic aims. • The ability to direct an organisation to ensure it remains fit for purpose in a changing environment. • Deep understanding of the issues and advances in wider educational sector/ environment. • Ensuring all stakeholders feel included, listened to, and empowered to bring about change themselves. <p>Organisational shape and design</p> <ul style="list-style-type: none"> • The ability to design an organisation/ complex system that maps between vision, strategy, priorities, and organisational design and can deliver current and future priorities. • Detailed understanding of people development systems and structures, recognising that staff and volunteers are key to ensuring educational and community transformation. • Experience of leading innovation and change – being a successful innovator who has demonstrated positive organisational and/ or educational impact. <p>People leadership</p> <ul style="list-style-type: none"> • Proven experience of building a positive and inclusive organisational culture. • Experience of leading and motivating staff across large multi-professional/ disciplinary teams. • Evidence of people-centred leadership – taking a high-level strategic view and hands on approach as required. • Proven commitment to empowering leadership. • Proven ability to challenge the status quo, questioning assumptions and encouraging staff to express views. <p>Risk/ opportunity leadership</p> <ul style="list-style-type: none"> • The ability to balance risk together with a desire to remain at the cutting edge of educational and community delivery. • Understanding of the principles and practice of effective self-evaluation and preparation for regulatory audits and inspections. <p>Operational leadership</p> <ul style="list-style-type: none"> • Experience of effectively managing/ holding accountability for large budgets/ public funds. 	<ul style="list-style-type: none"> • Experience of work within sectors that complement education – youth work, health care, mental health services etc. • External communication skills – including public speaking and media engagement.
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	<ul style="list-style-type: none"> • Proven ability to set frameworks to ensure/ demonstrate detailed financial oversight. • Good commercial acumen to deliver cost effective practices and develop and optimise existing and emerging funding opportunities. <p>Communication</p> <ul style="list-style-type: none"> • The ability to communicate in an inspiring and effective manner across a wide range of internal and external stakeholder groups. • The ability to communicate vision and mission effectively across wide ranging groups of stakeholders. 	
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ACCOUNTING OFFICER RESPONSIBILITIES

The OCL CEO will act as the Accounting Officer in accordance with the requirements of the Education and Skills Funding Agency (ESFA) as follows:

- To give assurance (to Parliament and the public) of high standards of probity in the management of public funds, particularly regularity, propriety and value for money.
- To uphold and demonstrate the Seven Principles of Public Life.
- To have oversight of financial transactions (under trustees' control, measures to prevent losses or misuse, multi-person operation of accounts and records, accurate accounting records).
- To complete annual statements on regularity, propriety, and compliance.
- To take personal responsibility for assuring compliance to the OCL Board.
- To advise the OCL Board on intent or action that is incompatible with the articles, funding agreement or handbook.
- To notify the ESFA if they consider the OCL Board is in breach of the articles, funding agreement, or handbook.
- To be responsible for the sound financial management of OCL and, working with Business Managers, monitor the finances of all Oasis Academies.
- To be responsible for the organisation's income and expenditure plans to ensure that the academies receive value for money for their per-student contribution.