

LANCASTER



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PROJECT LEAD – NORTH WEST FORMATIO

Shape the future of Catholic leadership across the North West



FORMATIO

A Journey of Faith, Formation and Leadership



ABOUT THE PROJECT

Catholic education is presented with many opportunities as school and trust structures continue to evolve and as the need to identify, form and support future leaders becomes increasingly important.

The Project Lead will work collaboratively with North West diocesan education teams, Catholic school leaders, trust leaders, directors, central team colleagues and national partners to:

- **Identify existing strengths, gaps** and future leadership needs within Catholic education.
- **Engage with school, trust and diocesan stakeholders** to understand workforce, leadership and succession planning priorities.
- **Develop recommendations** for a future regional leadership formation offer that supports teachers, middle leaders, senior leaders, headteachers, executive leaders, trust leaders, directors, governors, central team colleagues and aspiring CEOs.
- **Consider leadership development** within the context of academisation and the growth of Catholic Multi Academy Trusts.
- **Ensure future programmes reflect** the distinctive mission, values and vision of Catholic education.
- **Create pathways** that support leadership formation at every stage of a professional journey, from aspiring leaders through to executive, trust and system leadership roles.
- **Produce a strategic framework** and implementation plan aligned with the ambitions of the Formatio Strategic Plan, particularly its priorities relating to leadership formation, leadership infrastructure, talent development and knowledge sharing.



ABOUT YOU

We are seeking a highly credible educational leader with:

- A strong understanding of Catholic education and its mission.
- **Significant leadership experience** within Catholic schools, trusts, dioceses or associated organisations.
- Experience of leadership development, professional formation or workforce development.
- **Excellent project management** and stakeholder engagement skills.
- The ability to think strategically whilst delivering practical and achievable outcomes.
- **A passion** for identifying, nurturing and developing future Catholic leaders.



WHY THIS MATTERS

This is a unique opportunity to make a lasting contribution to Catholic education across the North West.

The outcomes of this project will help create clearer leadership pathways and strengthen succession planning for future school leaders, trust leaders, directors, central team professionals and CEOs. The work will contribute to the wider vision of Formatio: a nationally recognised system of Catholic formation that supports leaders from classroom teacher to executive and system leadership roles.



CONTRACT DETAILS

Contract: Consultancy Agreement

Duration: Approximately 80 days

Fee: £500 per day

Location: Flexible, with travel across the North West dioceses as required.

Preferred Start Date: October half-term 2026 or earlier



OUR VISION

Together, the North West Formatio Partnership seeks to ensure that Catholic education continues to benefit from a strong, faithful and well-prepared pipeline of leaders who are formed, inspired and equipped to serve the mission of Christ in our schools, trusts and communities.

This project will be a significant step towards achieving the vision set out in the Formatio Strategic Plan 2027–2030, helping to develop future leaders for schools, trusts, central teams, governance and executive leadership across the region.



APPLICATION PROCESS

Applicants are invited to submit a letter of application outlining:

- Their relevant experience and achievements to date.
- Their understanding of the challenges and opportunities facing leadership development within Catholic education.
- Their vision for supporting future leadership formation across schools, trusts and diocesan structures.
- Their suitability for leading this important project.



For an informal discussion, please contact Richard Woods via richard.woods@dioceseofshrewsbury.org



Closing Date: 22 September 2026. Letters of Application should be sent to richard.woods@dioceseofshrewsbury.org



Interview Date: 29 September 2026