



CASE STUDY

STRATEGIC CEO RECRUITMENT

PROJECT BACKGROUND

A Multi Academy Trust, overseeing 33 schools across the South of England, required a new CEO following the outgoing leader's decision to pursue new opportunities.

The Trust engaged Futures Education to lead the search for an exceptional new leader who could steer the organisation through both immediate pressures and long-term strategy.

Appointing a CEO to lead a large multi-academy trust demands not only experience and vision, but cultural alignment and credibility with stakeholders across diverse school communities. The process needed to be thorough, transparent, and capable of navigating significant disruptions.

OUR SOLUTION

We began by engaging in detailed discovery sessions with the Trust's central team to build a nuanced picture of their leadership needs and organisational priorities.

A clear process and timescales were agreed, combining national advertising with a proactive, sector-wide headhunt.

From over 100 expressions of interest, we created a credible longlist, which was refined to a shortlist of 10. After an initial interview stage, three candidates progressed to final selection.

Throughout, we provided weekly updates and managed every stage - including candidate care, offer negotiation, and onboarding.

CHALLENGES OUR EXPERTS FACED

Our role became not just about managing a recruitment process, but about maintaining momentum, candidate engagement, and client confidence under uncertain circumstances.

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RESULT

A successful appointment was made. Nikki, the selected candidate, was praised for her fit and readiness for the role. Our approach ensured a seamless transition despite the challenges presented by lockdown.

"We were very impressed with your approach as you sought to build a relationship and get to know the central team before starting the recruitment process... Futures did an excellent job in maintaining contact with the candidates and the Trust"

EXPERT ACTION PLAN

Built strong relationships with the Trust's leadership to align fully with their expectations

Delivered a multi-channel search and attraction campaign

Sustained communication with all parties during the pandemic pause

Delivered a transparent, structured recruitment process from longlisting to final offer

