



Name: Hugh Hegarty

Telephone:

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Experienced Multi-Academy Trust CEO | Strategic Educational Leader

Professional Summary:

Founding CEO, Accounting Officer, and Director of one of the UK's largest Multi-Academy Trusts, leading 38 schools, two sixth forms, 13,500 students, and 1,600 staff with an annual budget of £85M. Proven expertise in educational leadership, governance, and system-wide school improvement across the UK, Ireland, and MENA. I am an executive education leader who understands that in complex organisations, isolated moments stand out, but harmony is invisible and it is the foundation of sustained success. Over 7 years as CEO of a 38 school trust, I delivered long term stability, cultural alignment and continuous improvement across diverse settings. Skilled in system leadership, governance and strategic growth.

Key Experience & Achievements:

Educational Leadership: 34 years in education, leading large-scale school improvement and strategic growth.

- Multi-Academy Trust Leadership: Built NPCAT into a system-leading MAT, with all 38 schools now rated Strong, Progressive, or Outstanding by Ofsted.
- University Leadership and Development
- Governance & Compliance: Extensive experience as CEO & Accounting Officer, ensuring financial sustainability, meeting DfE/ESFA audit expectations.
- International Education: Led education policy and school support for 140 private schools in the Middle East; Directed leadership training and reform initiatives for the Abu Dhabi Education Council.
- Mentorship & Advisory: Senior Adviser to EdPeritus UK, supporting international university expansion; mentor to CEOs of growing MATs.
- Strategic Development: Established scalable accountability frameworks to drive academic excellence and operational efficiency

Actively engaged in UK education policy as a Schools North East Board Member and an influential leader in international education initiatives.

Qualifications

Year	Qualification	Institution
2007	National Professional Qualification for Headship	Regional Training Unit, Belfast
2004	Postgraduate Certificate in Careers Guidance & Counselling	University of Ulster, Northern Ireland
1999	M.Sc.	University of Ulster, Northern Ireland
1991	B.Ed. (Hons)	Queen's University, Belfast

Career History

Senior Advisor to Edperitus

Interim CEO De Montfort University Kazakhstan August 2019 - November 2025

- **University Leadership & Academic Excellence**
Proven ability to lead higher education institutions, including governance, quality assurance, curriculum development, accreditation compliance, and successful inaugural graduation.

- **Operational Build & Organisational Design**
Expertise in establishing systems, staffing structures, financial management, regulatory compliance, ministry liaison, and KPI-driven performance reporting for large-scale education organisations.
- **International & Emerging Market Experience**
Extensive leadership across MENA and Central Asia, demonstrating adaptability to diverse regulatory, cultural, and operational contexts.
- **Investor & Outcome Focus**
Track record of delivering measurable results: graduation rates, academic quality metrics, enrolment growth, and sustainable financial performance, aligning educational strategy with investor expectations.
- Institutional Effectiveness Review
- Governance, Academic Standards
- Internal QA Systems
- Teaching and Learning Assessment
- Student Experience and Support
- Staffing and PD
- Data systems and Risk

CEO, Director & Accounting Officer

Nicholas Postgate Catholic Academy Trust (NPCAT), UK | June 2018 – July 2025

- Founded and expanded NPCAT from 25 to 38 schools and two sixth forms.
- Led sustained school improvement, verified by Ofsted and CSI in over 50 inspections.
- Developed a robust central infrastructure to maximise financial efficiency and enhance educational outcomes.
- Mentored and supported new MAT CEOs as a DfE System Leader.
- Managed an annual operational budget of £85M.
- Engaged with DfE, Ofsted, and statutory bodies to drive strategic development.
- Raised Academic Standards –Improved KS4 Progress 8 scores, St Francis Xavier Richmond ranking in the top 3% nationally.
- Improved Attendance & Behaviour – One NPCAT school ranked in the top 10 nationally for attendance improvement.
- Enhanced Sixth Form Outcomes – 82% of students secured university placements, with over 30% progressing to Russell Group institutions.
- Expanded Pupil Enrolment – Increased student applications across NPCAT secondary schools, with more families selecting an NPCAT school as their first choice.
- Closed the Attainment Gap – Implemented Trust-wide literacy and numeracy interventions, leading to a 15-percentage-point rise in disadvantaged pupil attainment over four years.
- Strengthened Financial Sustainability – Developed strategic financial frameworks that align resources to school needs while maintaining operational efficiency

Director of Education

SSAT Education, MENA | September 2009 – June 2018

- Led school support teams across 140 private schools, delivering positive change and improving performance standards, as evidenced by UAE Inspection Framework results.
- Spearheaded the pre-opening of international schools, ensuring compliance with regulatory frameworks and high-quality educational provision.
- Led teams of education consultants on multiple large-scale projects across the Middle East, including in Qatar.
- Managed multinational leadership teams consisting of UK, Australian, American, and Canadian Principals and Curriculum Leaders.
- Directed the Abu Dhabi Education Council (ADEC) reform programme "Tamkeen", providing leadership training and professional development to senior leadership teams and teachers in 49 government schools.
- Led the ADEC-sponsored private school improvement programme "Reyada", supporting 140 private schools in Abu Dhabi to enhance their educational performance.

- Influenced Educational Policy at the highest levels across the UK and internationally, shaping key strategic initiatives to improve school performance and student outcomes.

Senior Leader / Head of Learning & Teaching

Immaculate Conception College, N. Ireland | September 1998 – August 2009

- Led teaching and learning strategies to improve student outcomes across Key Stages 3 and 4.
- Designed and implemented curriculum development initiatives, ensuring alignment with national standards and best practices.
- Managed assessment and data analysis to track student progress and inform targeted interventions.
- Provided instructional leadership, coaching and mentoring teachers to enhance classroom practice and student engagement.
- Led whole-school behaviour management and pastoral care initiatives, ensuring a safe and structured learning environment.
- Developed and implemented school improvement plans, driving enhanced performance across core subjects.
- Led staff professional development programmes, fostering a culture of continuous learning and high expectations.

Teacher & Head of Youth Sport

Christian Brothers Secondary School, N. Ireland | September 1995 – August 1998

Deputy Head, Careers Department & Head of Boys P.E.

Holy Family College, London Borough of Waltham Forest | September 1992 – August 1995

Class Teacher, Year 6

St. Anthony's, Forest Gate, London Borough of Newham | September 1991 – August 1992