

Job Description: Campus Lead

Job Title: Campus Lead – Various (Great Barr, Walsall, Tamworth)

Responsible to: Assistant Principal – Quality of Education

Responsible for: Day-to-day leadership and management of a single campus, including staff, learners, and operational compliance

Job Purpose:

To provide effective leadership and management of a campus within a multi-site specialist further education college, ensuring outstanding outcomes for learners with SEND, SEMH, Autism, and associated needs. The Campus Lead will oversee teaching and learning, pastoral care, behaviour management, safeguarding, and operational compliance, working collaboratively with senior leaders to deliver the college's strategic objectives.

Key Responsibilities

Leadership and Management

- Lead the campus team to deliver high-quality education and support for learners.
- Ensure the campus operates within the college's strategic plan and policies.
- Act as the key point of contact for staff, learners, parents/carers, and external agencies.
- Demonstrate site ownership and showcase pride of site

Quality of Education

- Monitor teaching standards and learner progress, implementing interventions where necessary.
- Contribute to curriculum planning and assessment strategies.
- Support the college's Quality Improvement Plan and self-evaluation processes.

Pastoral and Behaviour

- Lead on pastoral care and behaviour management within the campus.

- Promote a positive, inclusive culture that supports learner wellbeing and engagement.
- Ensure safeguarding practices are embedded and act as Deputy DSL if required.

Operational Oversight

- Ensure compliance with health and safety, data protection, and statutory requirements.
- Liaise with the Business Operations Manager to maintain site standards and resources.
- Monitor attendance and implement strategies to improve engagement.

Staff Development

- Line manage teaching and support staff within the campus.
- Implement performance management and CPD plans.
- Foster a collaborative and motivated team culture.

Communication and Reporting

- Provide regular reports on campus performance to the Deputy Principal.
- Maintain effective communication with parents/carers and external stakeholders.

Professional Standards

- Maintain high standards of conduct and ensure no active HR cases or sanctions, reflecting exemplary leadership and compliance.

This role profile is not exhaustive and is subject to review in conjunction with the post holder and according to future changes/developments in the service.

Person Specification

Qualifications

- Degree-level qualification in Education or related field (essential).
- Qualified Teacher Status or work working towards (essential).

- Leadership qualification (desirable).

Experience

- Leadership experience in specialist education (essential).
- 5+ years teaching experience (essential).
- Proven success in improving learner outcomes and behaviour (essential).
- Experience managing staff and operational compliance (essential).
- Experience working with learners with SEND/SEMH (essential).

Knowledge & Skills

- Strong understanding of SEND legislation, safeguarding, and Ofsted and/or ISA requirements.
- Ability to lead teaching and learning improvements.
- Excellent organisational and time management skills.
- Strong communication and interpersonal skills.

Personal Attributes

- Visionary and values-driven leader.
- Resilient and adaptable to change.
- Committed to inclusion and learner-centred approaches.
- High expectations for learners and staff.

Other Requirements

- Enhanced DBS clearance.
- Driving licence and willingness to travel between sites as required.