Job Description: Principal – Specialist Further Education College (Multi-Campus)

Job Title: Principal

Responsible to: Assistant Director of Further Education

Responsible for: Senior Leadership Team and all staff across multiple college sites

Job Purpose:

To provide strategic leadership and operational management across a multi-site specialist further education college, ensuring excellent outcomes for young people with SEND, SEMH, Autism, and associated needs. The Principal will create a culture of inclusion, ambition, and excellence, ensuring compliance with statutory requirements and driving continuous improvement.

Key Objectives

- Deliver excellent outcomes for learners, enabling them to achieve their potential and prepare for adulthood.
- Ensure a safe, inclusive environment that promotes welfare and wellbeing.
- Meet all statutory requirements (Ofsted, ISA, SEND Code of Practice) and achieve the highest inspection ratings where applicable.
- Lead and motivate staff to achieve excellence and engage in professional development.
- Ensure financial sustainability and effective resource management across all sites.
- Drive strategic and operational planning, including self-evaluation and quality improvement.
- Promote a shared vision that inspires students, staff, and stakeholders.

Key Responsibilities

Learner Outcomes

- Implement personalised programmes that support academic, vocational, and personal development.
- Ensure high-quality teaching and therapeutic support.
- Monitor progress and achievement against baseline assessments and national benchmarks.

Safeguarding & Compliance

- Ensure robust safeguarding policies and practices.
- Maintain compliance with health and safety and equality legislation.
- Lead on safer recruitment and staff training.

Leadership & Management

- Line manage senior leaders and oversee multi-site operations.
- Implement performance management and CPD strategies.
- Foster a positive, collaborative culture.

Financial & Resource Management

- Lead budget planning and cost control.
- Ensure effective use of resources and facilities across sites.
- Support growth plans and manage admissions processes.

Stakeholder Engagement

- Build strong relationships with parents, local authorities, and external agencies.
- Represent the college at regional and national forums.

Professional Standards

- Maintain high standards of conduct and have no active HR cases or sanctions on record, reflecting exemplary leadership and compliance with organisational policies.

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 related field (essential).
- Qualified Teacher Status; QTS or QTLS (essential).
- NPQH or postgraduate qualification in special education or willingness to work towards (essential).

Experience

- Minimum three years' senior leadership experience in specialist or further education (essential).
- 7+ years teaching experience in subject specialism (essential).
- Experience managing multi-site operations (desirable).
- Proven success in improving outcomes for learners with SEND/SEMH.
- Experience of working with a range of Awarding Organisations to deliver accredited qualifications
- Experience in curriculum management, safeguarding, and compliance.
- Financial and resource management experience.
- Understanding and experience of delivering high quality careers guidance and destination tracking.

Knowledge & Skills

- Understanding of SEND legislation, Ofsted and/or ISA requirements, and safeguarding.
- Strategic planning and organisational development expertise.
- Ability to lead change and manage complexity.
- Excellent communication and interpersonal skills.

Personal Attributes

- Visionary and values-driven leader.
- Resilient, adaptable, and solution-focused.
- Committed to inclusion and learner-centred approaches.
- High expectations for learners and staff.
- Kind, patient with a good sense of humour.

Other Requirements

- Enhanced DBS clearance.
- Driving licence and willingness to travel between sites across Birmingham and nationally when required.