

## **Extended Leadership Opportunity: Leader for Personal Development & Careers**

**Post Title:** Extended Leadership – Personal Development & Careers

**Responsible to:** Assistant Headteacher (Personal Development)

**Salary:** L1-L4 (£51,773 - £55,747 per annum)

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### **Inspiring Futures. Shaping Character. Transforming Lives.**

We are seeking an ambitious, values-driven leader to join our extended leadership team and work alongside the Assistant Headteacher in driving forward our whole-school Personal Development and Careers programme. This is a pivotal role in shaping the experiences, aspirations and outcomes of our pupils—ensuring every learner feels a deep sense of belonging, develops essential character strengths, and can confidently articulate *their story, their voice, their future*.

Our school is proud of its relationship-centred, outward-facing leadership culture. We believe that young people thrive when they feel cared for, challenged, and championed. As part of our leadership team, you will play a key role in ensuring all pupils—particularly those facing the greatest barriers—access opportunities that broaden horizons, build confidence, and prepare them for life beyond school.

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### **The Role**

Working closely with the Assistant Headteacher, you will:

#### **Lead Whole-School Personal Development**

- Drive a coherent, ambitious personal development strategy that reflects our values of **Belonging, Caring, Achieving, Believing**.
- Oversee the development, delivery and quality assurance of our PSHE, RSE, SMSC and enrichment programmes.
- Support staff in delivering high-quality learning experiences that develop character, resilience and personal agency.
- Ensure pupils' voices shape and influence the personal development offer.

#### **Champion an Exceptional Careers Programme**

- Co-lead the design, implementation and evaluation of our Careers Education, Information, Advice and Guidance (CEIAG) programme.
- Strengthen partnerships with employers, post-16 providers, apprenticeship pathways and community organisations.

- Ensure we continue to meet and exceed the **Gatsby Benchmarks**, securing high-quality destinations for all pupils.
- Organise aspirational experiences including careers fairs, industry encounters, workplace visits and mentoring opportunities.

### **Lead Through Relationships**

- Model the visible, compassionate and relational leadership that defines our school.
  - Build strong relationships with pupils, families and staff to ensure personal development is understood, valued and embedded.
  - Play a key role in safeguarding, inclusion and wider pastoral systems.
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### **About You**

You will be:

- A passionate educator committed to developing the whole child.
- An innovative thinker who can design, lead and evaluate impactful programmes.
- A skilled communicator with the ability to influence, motivate and inspire.
- Highly organised, reflective and able to lead with integrity and emotional intelligence.
- Determined to remove barriers and champion success for every learner.

This role would suit someone aspiring to senior leadership or seeking to broaden their leadership portfolio through a strategic, outward-facing area of responsibility.

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### **What We Offer**

- A supportive, dynamic leadership team committed to professional growth.
  - Opportunities for leadership development and specialist training in CEIAG.
  - A culture where staff wellbeing, collaboration and innovation are prioritised.
  - The chance to make a tangible, lasting difference in the lives of young people.
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