



UNIVERSITY OF
BIRMINGHAM
SCHOOL

UNIVERSITY
BIRMINGHAM
SCHOOL



University of Birmingham School

Candidate Information

uobschool.org.uk

Professional Services

Careers Education, Information, Advice, and Guidance (CEIAG) Manager

CANDIDATE INFORMATION

This pack contains the following information:

Message from the Principal.	Page 3
Information about University of Birmingham School.	Page 4
Indicative Pay and Benefits.	Page 6
Job Description.	Page 8
Person Specification.	Page 12

For more information, please go to www.uobschool.org.uk.

Dear Candidate

Thank you for your interest in working at University of Birmingham School.

We passionately believe that the purpose of education is to develop the character of our pupils and students so they actively pursue a good life. We want them to be confident, curious and ambitious learners; we want them to show compassion, empathy and patience in their relationships with others and we want everyone to find a place in their local and global communities where they can flourish and thrive. The successful candidate will share our passion to make a positive and lasting difference to the lives of our pupils and students.

Our academic curriculum is delivered by our staff together with a pioneering programme of Character Education that embeds an enrichment programme of clubs, societies, sport, music, trips and visits into our School day. This approach is significantly enhanced by the full support of the University of Birmingham, to develop and integrate curricular, creative, sporting, intellectual and career enhancing links with our 'parent body'.

As the first secondary 'University Training School' in the country, we aspire to play a significant role in developing future generations of outstanding classroom practitioners, middle and senior leaders.

If you are someone with relevant experience, passion, expertise and vision, we offer an opportunity to work in a 'School for Birmingham', one designed to develop the flourishing citizens of tomorrow. We are committed to ensuring the well-being of our staff, but, at the same time, we have the highest expectations in terms of both quality of performance and commitment.

I hope you are as excited as I am by this challenging, yet immensely rewarding, opportunity. My team are happy to answer any questions you may have, and I look forward to receiving your application.

Yours sincerely



Colin Townsend
Principal

University of Birmingham School – Information for Candidates

University of Birmingham School opened in September 2015 in a new £23 million building located on the University of Birmingham's Selly Oak campus. In that first year, we welcomed 150 students into Year 7 and nearly 200 students into the Lower Sixth Form. In September 2020 we reached full capacity and currently have over 1,190 pupils / students and nearly 140 staff.

At University of Birmingham School, we are pioneering a comprehensive School and sixth form for a truly diverse and inclusive learning community that creates great citizens. We are proud to welcome 11–18-year-olds from across Birmingham to be part of our state-of-the-art School, and give them the opportunity to develop great character and achieve academic success in a thriving community - without limits.

Our partnership with the University of Birmingham gives our pupils, students and our staff unrivalled access to their world-class resources, research and people. This partnership makes us the UK's first secondary University Training School and gives us endless opportunities to collaborate, learn and grow as a School.

Our diverse curriculum is supported by a School-wide enrichment programme that ensures all pupils and students have the opportunity to explore their passions and develop as well-rounded citizens with great character.

By balancing character development with academic success, we are creating better citizens, better communities, and a better world.

About our Education

The curriculum in Years 7 to 11 includes Art, Biology, Chemistry, Computer Science, Design Technology, English, Geography, History, Mathematics, Modern Foreign Languages, Music, Physical Education, Physics, and Religious Studies. In the Sixth Form, we offer Art, Biology, Business Studies, Chemistry, Computer Science, Design Engineering, English Literature, French, Geography, History, Mathematics & Further Mathematics, Music, Physical Education, Physics, Politics, Psychology, Religious Studies, and Sociology.

The Form Tutor, Pupil Pastoral Managers and Year Leaders provide pastoral and academic support and are the main conduit of communication between home and School on a day-to-day basis. Information about progress and attainment in terms of both academic performance and enrichment involvement is provided at least termly, together with an annual Parents' Meeting.

How is University of Birmingham School different?

1. Character Education

A feature of many of the most successful and traditional Schools in the country is that their structures support, not necessarily by design, the development of character. Underpinning our ethos and provision is the first difference in our School - a focus on 'taught, sought and caught' character education.

2. Enrichment Programme

A second distinctive feature of the School is our enrichment programme. This timetabled opportunity allows the teaching staff, alongside trainee teachers, university sports coaches and professional services staff to provide an unparalleled programme of activities and host special activities for all students within the curriculum and as extra-curricular clubs and classes before and after School.

3. Links with the University of Birmingham

The third distinctive feature of the School are the possibilities created through the extensive links with the University resources, staff, pupils, students, and alumni.

Why should you apply to work at University of Birmingham School?

We are committed to developing a School of the future, one focused to self-improvement and the pursuit of excellence in all aspects of our work and play. We aim to nurture, encourage and challenge all of our pupils and students to make the best of the opportunities available, to enjoy their time with us, and to realise their potential so that they can go on to make a real difference to other people and the communities in which they live.

We are seeking to recruit committed and ambitious individuals determined to transform the lives of our children. In return, you will have the opportunity to work in outstanding facilities, with and for aspirational children and their parents/ carers and receive the best quality professional pedagogical and academic support to continue to develop your knowledge and skills in a unique and high-profile environment. You will also have access to the physical and intellectual resources of a world class University.

As the School has now grown to full capacity, the department and pastoral teams have also grown and, dependent on performance, this is reflected in the payment to those who hold leadership or responsibility positions. In addition, there will be growing opportunities to be involved in a whole myriad of professional development opportunities as we seek to exploit our position and utilise our resources to lead on research-based teaching and learning.

We aim to play a full part in the learning community of Birmingham and beyond by developing exciting and groundbreaking relationships with businesses and collaborations with other primary and secondary Schools.

Whilst we will be expecting a lot of each member of our community, the well-being and happiness of all is a priority. From experience we believe that people work best in institutions that value and promote a 'high accountability but high autonomy' approach. From time-to-time events occur that affect our personal and working lives. Under such circumstances, we will endeavour to provide flexibility in approach and seek to provide access to whatever resources are required to support you when you need them.

We will expect you to do your best; to be an outstanding role model; to be committed to self-improvement; and, like the students, to demonstrate resilience and be fully committed to exploiting the opportunities available. We do hope, along the way, you will enjoy yourself and get personal satisfaction and reward from doing what is the most important role in a modern society.

We look forward to receiving your application. We intend that our graduates will go on to make a difference to the lives of others – the real value of education. Join Team UoBS today.

Indicative Pay and Benefits

Commitment to Staff

We recognise that our staff are the School's most important asset and will value the commitment, support and goodwill of all those working at the School. To match our high expectations, we provide competitive pay and benefits by:

- Paying staff a single salary for doing an excellent job;
- Broadly reflecting but simplifying the Standard Teachers Pay and Conditions Document (STPCD) whilst offering competitive pay and benefits to match our high expectations;
- Maintaining a properly remunerated leadership and management structure within the School that reflects the levels of responsibility that staff undertake;
- Making fair, justifiable, open, objective, and accountable decisions within agreed policies and procedures;
- Promoting excellence, as well as a sustained, substantial contribution to the distinctive nature of the School;
- Putting care for staff, their wellbeing and professional development at the heart of the School;
- Establishing a culture of robust performance development and appraisal to underpin this policy;
- Developing and maintaining a harmonious working environment.

Salary Scales 2026/27 Professional Services

(Indicative – subject to Governor approval)

		FTE	TTO Term Time Only	TT + 2 wks
4	401	£32,362	£28,572	£30,041
	402	£33,547	£29,618	£31,141
	403	£34,436	£30,403	£31,966
	404	£35,324	£31,187	£32,790
	405	£36,213	£31,972	£33,615
	406	£37,398	£33,018	£34,715

Pension

All professional service staff will be eligible to contribute to the Local Government Scheme.

All teaching staff will be eligible to contribute to the Teachers' Pension Scheme.

Alongside relevant contributions from the School.

Careers Education, Information, Advice, and Guidance Manager - Job Description

The purpose of the Job Description and Person Specification is to provide information about the role, the qualifications skills and experience a successful candidate should have.

Salary	Salary Range: £32,362 – £37,398 (FTE)
Reporting to	Assistant Principal – Co-curriculum and Widening Participation
Hours	37.5 hours per week. This will be a Term Time role plus 2 weeks – in order to provide guidance where needed over the summer holiday and following the publication of GCSE and A level examination results.

Core Purpose

The post holder will provide a range of professional guidance and career planning to enhance our pupil and student employability and support and deliver effective careers guidance, education and information. This will include supporting our young people where needed in year 11 and year 13 with transition plans and applications to colleges, universities, apprenticeships, and employment – ensuring that each has a purposeful and aspirant plan when moving on from the School. To this end, this post supports the core aim of the School for all to flourish, be aspirant, and live a life of purpose. Working in close collaboration with our Assistant Principal – Co-curriculum & Widening Participation, Director of Partnerships & Engagement and our Enrichment & Partnerships Officer, the CEIAG Manager will lead on a range of projects and learning to assist and support pupils and students into employment or further and higher education - designing, selecting and providing resources, activities and services to meet pupils' and students' career needs.

Specific Responsibilities

The list of tasks below is illustrative of the general nature and level of responsibility of this post. This is likely to change over time in response to the School's needs and the experience and skills of the team as a whole.

Careers Advice and Guidance

- To implement and develop the Schools' Careers Programme with support from the Assistant Principal co-curriculum & widening participation.
- Ensure that the School's Careers Programme aligns with the updated Gatsby Benchmarks, that experiences and encounters are well sequenced, build on prior knowledge and are underpinned by clear learning objectives.
- Ensure that the Careers Programme aligns with the School improvement plan.
- Ensure that the Careers Programme develops pupils and students' virtues for employability.
- Support and advise the Principal and SLT in relation to matters of compliance and careers statutory duties.
 - Provide resources and support to teachers to empower them to confidently demonstrate the relevance of their subject and consistently connect the curriculum to careers, pathways, and the world of work.
 - Provide resources and support to relevant staff to empower them to confidently mentor pupils and students, helping them to make informed and aspirational career choices.
- To design, select and provide curriculum resources, activities and services to meet pupils' and students' career needs, as a part of the School's Learning for Life Programme.

- Ensure that character education underpins all resources.
- To provide outstanding and timely careers guidance, coaching and information to pupils and students to ensure all receive sufficient information to consider a wide breadth of career possibilities and have access to independent, impartial, and inspirational advice and guidance. This includes guidance in relation to subject options and choices and inviting outside speakers and organisations to engage with pupils and students.
- Work with SENDCO, pupils, students and their parents and carers to ensure that pupils and students with special educational needs and disabilities are supported with outstanding careers guidance and opportunities tailored to the needs of each learner.
- To engage with parents / carers throughout the pupils / students' careers journeys. To provide workshop sessions, which may include CV writing, applications, preparing for interviews, or applying for volunteering, choosing a career, or a path into higher education or apprenticeships.
- Work with the Assistant Leader for Sixth form to support the delivery of the Professionals Programme aimed at supporting students with applying for and being successful in Degree level apprenticeships.
- Work with higher education institutions, including Russell Group Universities, employers, voluntary organisations, business enterprises, to promote aspiration and opportunities for pupils and students.
- Develop partnerships and networks with local employers to support the School in ensuring students have greater direct exposure to the world of work and the full range of career pathways.
- Ensure that careers advice, guidance and education activities provide students with up-to-date industry related knowledge and labour market information and available apprenticeships.
- Support the SLT lead, and other staff, in the co-ordination of whole School careers events – which may from time to time include a Careers Fair.
- Support the SLT lead and other staff as appropriate with the co-ordination of projects and events undertaken in conjunction with outside bodies.
- Obtain written feedback from pupils and students, colleagues and partners on the delivery of the service to be able to monitor, evaluate and improve the quality of provision.
- Audit and track the School's progress against the updated Gatsby benchmarks using Compass+
- Work with year leads to coordinate pupils and students completion of the Future Skills questionnaire, share insights with relevant staff and SLT and use it to make targeted interventions and evaluate impact of the careers Programme on learners.

Whole School Support

- To disseminate information to colleagues, pupils, students, and parents/ carers on up-to-date developments in education and employment.
- To research and provide up to date information on local and national career opportunities and keep pupils, students, and colleagues informed of new developments and trends.
- To coordinate the compiling and analysis of pupil and student destination data, ensuring compliance with the DfE.
- Support in the enrolment and recruitment process to post-16 provisions as required.
- Undertake full First Aid training and act as a School First Aider, linked to offsite visits with pupils and students when these occur.

General Responsibilities:

To play a role, under the overall direction of the Principal, in:

- Managing staff and resources.
- Supporting the School's responsibility to provide opportunities for personal and professional growth of all staff.
- Creating a School environment with an outstanding care and guidance of, and for, each other.
- Supporting outstanding teaching and learning, achievement, and behaviour across the School.
- Carrying operational responsibility for the day-to-day management of the School.
- Undertaking any other professional duties reasonable delegated.
- Responding promptly and creating a calm, safe and supportive environment for parents, pupils, students and visitors to the School, as well as those enquiring via digital media, email and phone.
- Supporting pupils and students to either resolve any enquiries or issues raised or refer them to the appropriate member of staff if required.
- Maintaining and updating School databases and files and developing processes to improve efficiency and customer service where appropriate.

Main Functions:

- To be an active member of the School community who is passionate about ensuring an excellent standard of teaching, learning, and education in the broadest sense.
- Provide a flexible service that adapts to the changing needs of the School Community and responds to day-to-day situations as they arise.
- To ensure that a proactive customer service approach is adopted in all tasks undertaken.
- To be an excellent communicator with the whole School community.
- Ensuring that the School community has the right information at the right time to enable an excellent service.
- To contribute to the ethos of the School by participating and leading on enrichment activities.
- To be an active and supportive part of the wider professional services team.
- Take on relevant responsibilities that are both essential or add value to the School community. For example, becoming a First Aider and / or Fire Warden.
- Be aware and alert to the care of each child in the School, monitoring as appropriate and raising concerns when they appear.
- Consistently produce a high standard of written work.
- To be a professional role model with a clear understanding of tolerance and the importance of diversity.

School Improvement:

- Demonstrate the School's vision and values in everyday work and practice.
- Continually look to improve practice and keep up to date with latest developments related to your role.
- Be knowledgeable in your role and provide advice and guidance to the School community.

Developing Self and Working with Others:

- Develop positive and collaborative working relationships with, and between staff to provide them with appropriate support and guidance in achieving the School's priorities and targets.
- Regularly review own practice, set personal objectives and take responsibility for own development.
- Manage own workload and that of others to allow an appropriate work/ home life balance.
- Consistently enhance knowledge in relation to your role utilising self-directed learning.

Securing Accountability:

- Support the Principal in developing a School ethos, which enables everyone to work collaboratively, to share knowledge and understanding, celebrate success and accept responsibility for outcomes.

Other Requirements:

- To be aware of all Safeguarding/ Child Protection issues and highlighting any observations or concerns about individual pupils and students with the relevant DSL
- To always carry out your responsibilities with due regard to the organisation and arrangements for Health and Safety at Work (including the preparation of Risk Assessments).

- To carry out your duties in line with the School's Policy on Equality and Diversity and be sensitive and caring to the needs of others, promoting a positive approach to a harmonious working environment.
- The University of Birmingham School is committed to safeguarding and promoting the welfare of children and young people and expects all staff to share this commitment. An enhanced DBS check with barred list information is required for all successful applicants in addition to checking the individual is not subject to a prohibition order. Applicants are required, before appointment to disclose any conviction, caution or binding over including 'spent convictions' under the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Non-disclosure may lead to termination of employment. However, disclosure of a criminal background will not necessarily debar from employment – this will depend upon the nature of the offense(s) and when recorded.



Careers Education, Information, Advice, and Guidance Manager - Person Specification

Qualifications

- 5A*-C grades at GCSE including at least C grade in English and Mathematics (minimum) / or equivalent.
- Have or be working towards Level 6 Diploma in Career Guidance and Development.
**The School will discuss routes to facilitating this training for those not already in possession of this diploma*
- Completion of relevant Careers Leader training

Personal Qualities and Relationships

- To have personal impact and presence;
- To be able to motivate others
- To be able to promote and maintain quality control in all aspects of work
- To be able to use own initiative for the good of the School;
- To be able to establish and develop good relationships with all involved in the School;
- To be organised and have exceptional attention to detail;
- To have experience of providing outstanding customer service for internal and external stakeholders;
- To have a positive and motivated approach to work;
- To be flexible and approachable;
- To be resilient and calm under pressure;
- To have the ability to deal sensitively with people and resolve conflicts.

Interpersonal and Communication Skills

- Can communicate effectively in writing and orally;
- To be fully competent in the use of ICT and data entry.
- To be able to form appropriate relationships with young people
- To be able to represent the School in a professional manner with a calm, tactful and responsible attitude

Operational Experience

- To have experience of working with young people between 11-18 years old
- Prior recent knowledge and understanding of careers education is advantageous – although someone moving into this context with a keenness to research, learn, and develop their knowledge and skills will equally be welcome
- To be able to manage, implement and evaluate action plans
- To be able to manage and implement recording and reporting systems
- To have knowledge and understanding of issues facing diverse and inner-city communities

Other

- An understanding of, and willingness to be involved in, School enrichment activities;
- Awareness of working in a School environment.

Complaints

If, following a future review, amendment(s) are made to this document and an agreement is not reached, the appropriate grievance procedure should be used for the settling of any disputes.

Job Description issued by _____
(Signature of the Principal)

Copy received by _____ Date: _____
(Signature of Employee)