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Senior Specialist Teacher Lead Post 16 - SEND Inclusion and Preparation for Adulthood (Experts at Hand)

Postion Pay Level: Teacher Pay Scale 15

Salary: £77,141 per annum inclusive of Fringe Allowance

DBS requirement: Enhanced

Main purpose of Job:

To provide strategic leadership, management and oversight of post-16 SEND inclusion services within the Experts at Hand model, ensuring the effective delivery of high-quality support, intervention and capacity building across further education, training and employment pathways.

The postholder will lead the development, implementation and continuous improvement of post-16 SEND services, driving system-wide inclusion, improved outcomes and positive Preparation for Adulthood pathways for young people aged 16-25. They will provide senior leadership across a multidisciplinary workforce, influence strategic decision-making across education, health and care partners, and ensure effective deployment of resources to achieve the priorities of the local area SEND strategy.

Main Accountabilities:

Strategic Leadership and Service Development

- Lead the strategic development and implementation of the Post-16 SEND and Preparation for Adulthood offer within the Experts at Hand model.
- Develop and deliver a service improvement plan aligned to local SEND priorities, statutory responsibilities and inspection frameworks.
- Lead service transformation activity to ensure sustainable and effective support pathways across post-16 education and training provision.
- Provide strategic advice to senior leaders, elected members, boards and partnership forums on post-16 SEND developments, risks and priorities.
- Ensure services are responsive to emerging needs, demand pressures and changes in national policy and legislation.
- Lead the development of innovative approaches that improve inclusion, progression and life outcomes for young people with SEND.

Leadership and People Management

- Provide leadership, supervision and performance management to specialist advisory staff, locality practitioners and commissioned services.

- Build and maintain a high-performing workforce through coaching, professional development and succession planning.
- Lead multidisciplinary working across education, health, social care and employment partners.
- Ensure clear accountability, governance and quality assurance arrangements are in place across services.
- Foster a culture of continuous improvement, collaboration and innovation.
- Chair strategic meetings, panels and professional networks as required.

Strategic Partnership and System Leadership

- Lead strategic partnerships with Further Education colleges, training providers, employment services, health partners and adult social care.
- Drive the development of integrated pathways that improve transitions into adulthood.
- Represent the local authority at regional and national networks relating to SEND and post-16 provision.
- Influence commissioning intentions and market development activity to ensure sufficient high-quality provision is available locally.
- Lead engagement with families, young people and stakeholders to shape service development and improve outcomes.
- Contribute to wider corporate priorities relating to inclusion, employment and community participation.

Quality Assurance, Performance and Governance

- Lead the implementation of the Experts at Hand quality assurance framework across post-16 services.
- Monitor performance indicators, outcomes and service impact, ensuring robust reporting arrangements.
- Analyse performance data and trends to inform strategic planning and service improvement.
- Lead improvement interventions where provision or outcomes are below expected standards.
- Prepare reports and recommendations for senior leadership teams, SEND boards, partnership boards and corporate governance groups.
- Ensure effective risk management and compliance with statutory responsibilities and local policies.

Commissioning and Resource Management

- Contribute to the strategic commissioning of post-16 SEND services and provision.
- Support effective deployment and monitoring of High Needs funding and commissioned services.
- Ensure value for money and outcome-focused use of resources.

- Identify gaps in local provision and lead service development activity to address unmet need.
- Work collaboratively with commissioning colleagues to shape future provision and market capacity.

Person Specification:

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Experience	Significant experience of senior leadership within SEND, inclusion or education services.	Essential	A/I
	Experience of leading and managing multidisciplinary teams and complex service delivery.	Essential	A/I
	Experience of strategic planning, service transformation and organisational change.	Essential	A/I
	Experience of quality assurance, performance management and service improvement.	Essential	A/I
	Experience of working with senior leaders across education, health and social care.	Essential	A/I
	Experience of managing budgets, resources and commissioned services.	Essential	A/I
	Experience of influencing policy, strategy and system-wide improvement initiatives.	Essential	A/I
	Significant experience within post-16 education, SEND services or Preparation for Adulthood programmes.	Essential	A/I
	Strategic leadership and management skills.	Essential	A/I
	Ability to influence and negotiate at senior levels.	Essential	A/I
	Strong understanding of organisational development and change management.	Essential	A/I

Area	Description	Essential/ Desirable	Method: Application (A) Interview (I) Test (T)
Skills and abilities	Excellent analytical and problem-solving skills.	Essential	A/I
	Strong programme and project management capability.	Essential	A/I
	Financial and resource management skills.	Essential	A/I
	Excellent presentation and report-writing skills for senior audiences.	Essential	A/I
	Ability to build effective partnerships across complex systems.	Essential	A/I