WILDS LODGE SCHOOL

Careers Lead (SEND)
Wilds Lodge School – Rutland
Actual salary: £28,000 | FTE: £39,055.80
Permanent and part time Monday to Thursday (term time, plus 8 days during summer holidays, one of which must be exam results day)
To start January 2027

We are excited to offer this unique opportunity to join our wonderful school and work with our exceptional learners who experience a range of needs including SEMH and ASD.

Job role

The Careers Lead will take lead responsibility and accountability for the delivery of our school's programme of careers advice and guidance. You will take responsibility for supporting young people's pathways into adulthood and supporting KS3, KS4 and Post 16 transitions to their next destination.
Regardless of experience, the successful candidate will have the ability to embrace the inclusive therapeutic culture and ethos of the school. A strong commitment to raising achievement and standards is required along with an informed and creative approach to curriculum delivery.

Key responsibilities include:

- Ensure that the school meets all of the objectives set out by the government such as Gatsby benchmarks and the Baker clause.
- To plan the whole school curriculum area for careers advice and guidance and deliver sessions to KS3, KS4 and Post 16.
- Build positive relationships with our learners and encourage them in their interests.
- Coordinate with local businesses to identify and create opportunities for our learners, including work experience.
- Organise work experience placements, ensuring compliance with health and safety regulations and providing support and guidance to learners throughout their placements.
- Collaborate with Post-16 provisions to establish partnerships and facilitate smooth transitions for school leavers.
- Create and manage an alumni network to facilitate networking opportunities and mentorship for current learners.

To be successful, you will:

- Have a Level 6 Diploma in Careers Advice and Guidance (desirable)
- Have a Minimum of GCSE grade C Maths and English or equivalent
- Have in-depth working knowledge of Gatsby Benchmarks and other relevant legislation on careers in school
- Have experience working with young people with special educational needs (SEN), particularly Autism and SEMH
- Have experience organising trips e.g. careers fairs / interview days
- Have previous experience working within the careers sector (desirable)
- Hold a valid driving licence and business insurance

About Wilds Lodge

Wilds Lodge School is an independent 38 week specialist boarding and day provision for boys and girls (girls are accepted as day learners only) for learners aged between 5 and 19 with social, emotional and mental health difficulties, set in Empingham, Rutland. All the learners at the school have an Education Health and Care Plan (EHCP). It was established in 2007 and aims to place an equal emphasis on the educational, social and psychological development of our learners. The key to the success of the school is a strong ethos, developed by a highly experienced and capable staff, and the strength of the relationships between the staff and the learners.

We are a friendly school where staff are supportive of each other inside and outside of the classroom. We pride ourselves in ensuring all members of staff including our support staff have access to regular training. All our members of staff attend regular training on child protection; mental health and multi-agency working. All staff access a wide range of training on areas of SEN such as Autism, attachment and ADHD.

Benefits include:

- Free onsite parking
- Free refreshments and meals whilst on duty
- Company events
- Gym membership
- Access to an employee assistance programme
- Group life cover 2 x salary from day 1
- Excellent CPD packages, paid induction training and opportunities for part funding of further training
- Opportunity of promotion and career progression
- Enhanced sick pay
- 3 days off paid for dependants sickness
- Enhanced paid family friendly leave

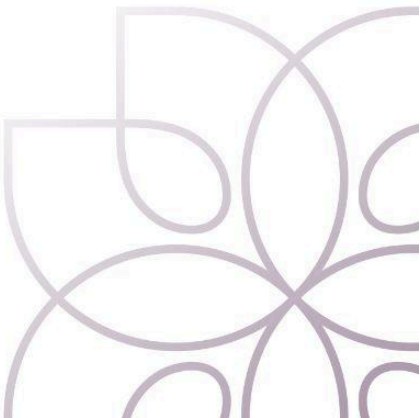
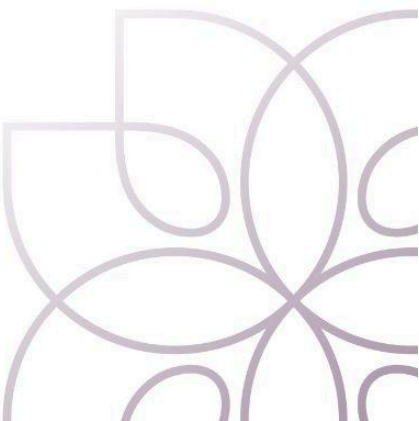
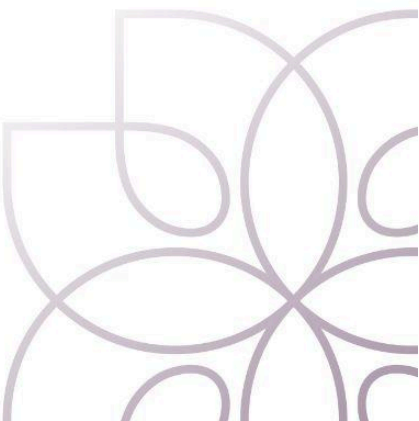
Our learners are incredibly important to us; if you have the energy and enthusiasm to make a real difference to the lives of our learners, we would love to hear from you. Visits to the school are welcome and encouraged.

How to apply:
For more information, to arrange a visit and a full application pack, please contact Mike Sherwin on the below details:

E: wildslodge@hays.com
T: 07525 889925

Closing date for applications: Monday 16th November 2026

Interview date: Tuesday 24th November 2026

Strong applications may be considered upon receipt

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The following is expected of all staff:
All post holders are subject to appropriate vetting procedures and a satisfactory enhanced DBS check