**Job Description: National Lead – Curriculum and Assessment**

**Role Purpose**

The National Lead – Curriculum and Assessment will drive the creation and implementation of the Compass Curriculum: an innovative, inclusive, and research-informed curriculum tailored to meet the needs of pupils with Special Educational Needs and Disabilities (SEND), from Reception through to Post-16. Grounded in Compass Community’s core values, this role will strategically lead subject specialists to design a cohesive, cross-phase curriculum, develop robust assessment systems, and build a pedagogy model that maximises learning potential and individual progress. As part of this leadership, the postholder will model excellent teaching practices, deliver training to staff, and champion the continuous improvement of teaching and learning across all settings.

*Some national travel and overnight stays required.*

**Key Responsibilities**

**1. Strategic and Educational Leadership**

* Design and lead the development of the Compass Curriculum, embedding Compass values and the latest educational research.
* Ensure curriculum coherence across subjects and phases, from early years to post-16, tailored to the diverse needs of SEND learners.
* Develop and implement an evidence-based teaching model that optimises learning opportunities, engagement, and outcomes.
* Lead by example in teaching excellence—modelling outstanding practice in classrooms and specialist settings.
* Promote reflective practice and pedagogical excellence through coaching, observation, and development initiatives.

**2. Operational Oversight and Compliance**

* Develop and maintain robust assessment and reporting systems that track and evidence pupil progress, potential, and attainment.
* Ensure curriculum and assessment frameworks comply with national statutory requirements and SEND-specific guidelines.
* Lead quality assurance processes that include curriculum audits, lesson observations, and data analysis to support continuous improvement.
* Ensure consistent documentation, policies, and frameworks support implementation and compliance across provisions.

**3. People and Leadership Development**

* Lead and support subject leaders and curriculum developers to ensure consistency, quality, and innovation.
* Deliver targeted professional development and training programmes aligned with organisational teaching standards.
* Mentor educators and leaders to build internal capacity, developing a culture of collaboration, high expectations, and continuous learning.
* Identify and develop teaching talent across the organisation to enhance expertise and succession planning.

**4. Stakeholder and External Engagement**

* Represent Compass Community in national forums and networks on curriculum and assessment matters.
* Build strong relationships with stakeholders including regulators, parents, researchers, and partner organisations.
* Facilitate inclusive engagement with families and learners to ensure the curriculum reflects real needs and aspirations.
* Share and disseminate good practice internally and externally through presentations, publications, and research activity.

**5. Growth and Strategic Planning**

* Align curriculum and assessment innovation with Compass’s wider strategic goals and expansion plans.
* Ensure the Compass Curriculum and teaching model are adaptable for application across new and existing schools.
* Use performance metrics, research, and data insight to inform long-term strategy and curriculum planning.
* Lead the evaluation of teaching and curriculum innovations for impact and scalability.

**Candidate Profile**

**Qualifications**

* Qualified Teacher Status (QTS) or equivalent.
* Postgraduate qualification in Education, SEND, Curriculum Design, or Leadership (desirable).
* Evidence of continuing professional development, particularly in inclusive pedagogy, curriculum innovation, or school improvement.

**Experience**

* Substantial experience in curriculum and assessment leadership, ideally in SEND or specialist education settings.
* Track record of designing and implementing curriculum and assessment frameworks across multiple schools or phases.
* Demonstrated excellence in classroom teaching and experience of supporting teaching improvement at scale.
* Experience in delivering CPD, training, or coaching to a range of education professionals.

**Attributes**

* Strong moral purpose and belief in the potential of every learner.
* Expert knowledge of inclusive, research-informed curriculum and teaching practices.
* Confident, credible, and compassionate leader who motivates and builds strong professional relationships.
* Reflective, analytical thinker with a proactive and solution-focused mindset.
* Deep alignment with the values and mission of Compass Community.

**Success in the Role Looks Like**

**Key Deliverables**

* A cohesive, inclusive, and values-led Compass Curriculum fully implemented nationally.
* An established, research-informed teaching model delivering measurable improvements in pupil progress and engagement.
* Subject leaders and teaching teams confident and consistent in curriculum and pedagogical delivery.
* Assessment systems that drive personalised learning and demonstrate high expectations and achievement.
* Organisation-wide culture of reflective, excellent teaching supported through ongoing training and coaching.
* Recognition of Compass Community as a sector leader in SEND curriculum and teaching innovation.
* Clear, sustained impact on pupil outcomes, staff development, and strategic educational growth.