

Barnet Education and Learning Service



Job Title: Director of Transformation

Barnet Education & Learning Service (BELS)

Closing date: Monday 27th July 2026 (12.00pm)

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Welcome to Barnet Education & Learning Service (BELS)

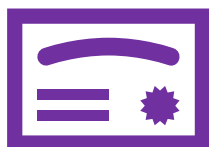
About Us

<https://www.bels.org.uk/>

Barnet Education & Learning Service (BELS) is a local authority owned company responsible for providing Barnet Council's Education & Skills service to Barnet schools and settings.

The BELS Board of Directors has representatives from Barnet Primary Headteachers' Forum, Barnet Secondary Headteachers' Forum and Barent Parent-Carer Forum as well as Senior Leaders from the Council enabling a truly collaborative approach to decision-making and delivery which brings the best outcomes for Barnet's schools, educational settings, colleges, students, and young people. The Board of Directors also includes a BELS Staff Director in addition to our Chief Executive.

Along with statutory services, BELS provides a range of traded services to schools and settings, equipping them with the latest tools, training, and programmes to improve school standards and outcomes.



95% of Barnet schools are good or outstanding and Barnet is now in the top 10% for almost all measures of achievement in schools and the top 5% for many of the measures.

We are proud to play a part in creating resilient communities where pupils are high achieving and engaged by providing schools and settings with everything they need to help pupils reach their goals and achieve outstanding outcomes. We have highly experienced teams who stay abreast of new developments and best practices to empower teachers and governors in a changing world.

Our Values and Behaviours



Dear Applicant,

Post: Director of Transformation

Thank you for the interest you have shown in the above opportunity.

This Information Job Pack gives a full explanation of the role and working for Barnet Education and Learning Service (BELS). We are excited to learn what you can bring to BELS and Barnet's schools and settings. If you are passionate about delivering a high level of service, working in a dynamic and supportive team and making a difference then I encourage you to apply for the post.

To apply for this post, please visit: [Search Jobs - BELS External Career Site Careers](#)

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

The closing date for applications – 27/07/2026 12.00pm
Interviews will be held – 10/08/2026

If you would like to discuss this position on an informal basis, please contact Kim Miller (Director of SEND and Inclusion) at: kim.miller@barnet.gov.uk (e mail) or 020 8359 3263 (landline).

I look forward to receiving an application from you.

Yours faithfully



Neil Marlow
BELS Chief Executive and Director of Education and Learning
Barnet Education and Learning Service
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Advert

Job Title: Director of Transformation
2-year fixed term contract
Full Time, 36 Hours per week
Salary: £104,044 to £126,754 per annum fully inclusive (pro rata)
Additional allowances: None
Expected Start date: As soon as possible

Barnet Education and Learning Service (BELS) has been very successful since its formation in September 2020 in giving quality support, monitoring and challenge to all the schools and settings in Barnet and fulfilling all of the educational statutory duties on behalf of Barnet Council. We have a very strong partnership with our schools, settings and other stakeholders and work extremely closely with our colleagues in other parts of the Council.

Barnet's Special Educational Needs and Disabilities Service has made huge progress over the last ten years and received a positive Local Area SEND Ofsted Inspection in March 2022 and was selected, by the DfE, as the Lead Borough for London in the Change Programme Partnership. We are passionate about delivering good outcomes for vulnerable children and families. Our systems are efficient and effective in ensuring we meet statutory deadlines for over 95% of assessments and for quality assuring our EHCPs and the services we offer to children and young people, their families and schools. Our Educational Psychology and Specialist Inclusion Advisory services are highly valued by schools. There is a strong focus on inclusion and working in close partnership with all stakeholders to achieve the best outcomes for children and young people with SEND.

This is a unique opportunity for an aspiring and successful SEND Leader to move to a new level in a high performing authority where the strategic partnership between the council and BELS provides additional opportunities to grow services in Barnet and beyond.

The post will report to the 'Chief Executive and Director of Education and Learning' but will liaise closely with the Director of SEND and Inclusion.

You will need to be a dynamic, experienced and capable leader, able to maintain and build on our excellent quality standards and our very positive relationship with our partners in social care, health, schools, settings and further education as well as a very strong partnership with our Barnet Parent Carer Forum.

This is an exciting opportunity to join our dynamic, friendly and supportive team that are dedicated to providing a high-quality service to schools and settings.

Successful candidates will be joining a creative and highly skilled team that is well-regarded and valued by schools and services across Barnet. You will benefit from a supportive senior leadership team committed to promoting the wellbeing of staff and work-life balance, ongoing training and development.

To apply for this post, please visit: [Search Jobs - BELS External Career Site Careers](https://www.bels.org.uk/search-jobs)

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

For more information about our team, you can view our local offer page here: [Barnet Local Offer :: Home / Info and Advice / How to get help / How specialist education services can help / Educational psychology / EP: Professionals Page \(thisisfocus.co.uk\)](#)

For an informal discussion about the post, please contact:

Kim Miller – BELS Director of SEND and Inclusion

kim.miller@barnet.gov.uk

020 8359 3263

Closing date for applications: noon 27/07/2026

Interview date: 10/08/2026

Barnet Education and Learning Service is committed to safeguarding and promoting the welfare of children and young people and expect all staff and volunteers to share this commitment. An enhanced DBS (Disclosure and Barring Service) with barred list check is required for all successful applicants. In addition, if this post is likely to come under the requirements of the Childcare (Disqualification) 2009 Regulations, the successful applicant will be required to declare.

We are committed to practising in ways that are equitable, anti-racist and culturally responsive and we welcome candidates who share this commitment. We have developed an equity and anti-racism policy which outlines our values and actions in this area including ongoing CPD and offering support to our school community. Recruitment of a diverse workforce that is representative of the community we serve is part of our ongoing commitment and is embedded in this policy and therefore, we welcome applicants who are underrepresented in our profession.

Section A: Specific Role Profile

Job Description

Service	Barnet Education and Learning Services (BELS)
Location	Colindale / Manorside Office
Job Title:	Director of Transformation
	Fixed term post (2 years)
Salary:	£104,044 to £126,754
Reports to:	BELS Chief Executive and Director of Education and Learning

Equality and Diversity

Barnet Education Learning Service is committed to equality, diversity and inclusion in all aspects of employment and service delivery. All employees are expected to understand and promote these principles, ensuring improved outcomes for children, young people and families, particularly those with Special Educational Needs and Disabilities (SEND).

Overall Job Purpose

To provide senior strategic leadership for transformation across Barnet Education and Learning Services, with a primary focus on the successful implementation of Barnet's SEND and Alternative Provision Reform Plan.

The postholder will work in close partnership with the Director of SEND and Inclusion, who is the Senior Responsible Officer for the SEND Reform Plan, to ensure that Barnet delivers an ambitious, coherent and financially sustainable programme of SEND reform across education, health, care, schools, settings and the wider local area partnership.

The role will provide the dedicated transformation capacity required to move the reform plan from strategy into implementation. This will include programme leadership, delivery assurance, risk management, benefits realisation, governance, grant management, performance reporting, stakeholder engagement and system-wide change.

As a member of the BELS Senior Leadership Team, the postholder will also contribute to the wider corporate leadership of BELS and undertake responsibility for corporate functions and strategic priorities as directed by the Chief Executive Officer.

The postholder will also lead the commercial development of BELS education services, identifying opportunities to develop, package and market BELS expertise, particularly in relation to SEND reform, inclusion, school improvement, specialist support, Alternative Provision, and system transformation, to other local authorities, Multi-Academy Trusts, federations and education partnerships.

Role Context

Barnet is implementing significant SEND and AP reform in response to national policy, local partnership priorities, rising demand, financial pressures and the need to improve outcomes and experiences for children, young people and families.

The role exists to provide senior transformation leadership at a level that reflects the scale, complexity and risk of the programme. The postholder will work across BELS, the Council, health, social care, schools, settings, parent carers, providers, the Department for Education and regional partners to ensure the reform plan is delivered with pace, grip and impact.

The Director of SEND and Inclusion will retain professional and statutory leadership for SEND and Inclusion and will act as the SRO for the reform plan. The Director of Transformation will provide the strategic delivery infrastructure, programme discipline and cross-system transformation leadership required to ensure the plan is implemented effectively.

This is a senior leadership role, sitting on the BELS SMT, requiring the ability to operate confidently with chief officers, elected members, headteachers, trust leaders, DfE officials, health partners, parent carer representatives and regulators.

Key Accountabilities

1. Strategic Leadership of SEND Reform Delivery

Lead the transformation delivery of Barnet's SEND and AP Reform Plan, working in direct partnership with the Director of SEND and Inclusion as SRO.

Translate the reform plan into a clear delivery framework, including milestones, workstreams, dependencies, risks, measures of success and benefits realisation.

Ensure that the reform programme is implemented with sufficient pace, rigour and accountability to meet Department for Education expectations and local partnership priorities.

Provide senior leadership to reform workstream leads, ensuring that delivery plans are coherent, measurable and aligned with the overall strategic intent of the reform programme.

Support the Director of SEND and Inclusion to ensure that professional practice, statutory responsibilities, inspection readiness and operational SEND priorities are fully reflected in the transformation programme.

Ensure that reform activity is not treated as a standalone programme, but is embedded into wider local area governance, service improvement, commissioning, sufficiency planning and financial sustainability.

2. Partnership with the Director of SEND and Inclusion

Work as a key strategic partner to the Director of SEND and Inclusion, recognising their role as Senior Responsible Officer and professional lead for SEND and Inclusion.

Provide transformation leadership, programme management and delivery assurance so that the Director of SEND and Inclusion is supported to focus on strategic SEND leadership, partnership influence, professional practice, schools engagement, inspection readiness and statutory service improvement.

Ensure that reform delivery is grounded in the lived operational reality of SEND services, schools, settings, families and partner agencies.

Act on behalf of the SRO where appropriate in relation to programme delivery, progress reporting, risk escalation, governance preparation and partner engagement.

Maintain a clear distinction between statutory SEND leadership and transformation delivery, while ensuring both functions operate as one coherent leadership model.

3. Programme, Portfolio and Governance Leadership

Establish and maintain robust programme and portfolio management arrangements for SEND reform and wider BELS transformation priorities.

Oversee the development of programme plans, delivery dashboards, risk registers, issue logs, dependency maps, financial trackers and benefits realisation frameworks.

Ensure that reform workstreams have clear terms of reference, senior leads, delivery milestones, performance measures and reporting arrangements.

Lead the preparation of progress reports for BELS SLT, SEND and AP governance boards, Council governance, the Department for Education and other relevant bodies.

Ensure that risks and barriers to delivery are identified early, escalated appropriately and resolved through the correct governance route.

Support the alignment of SEND reform governance with wider Council, health, education and partnership governance.

Line Management

Line manage the Heads of Service responsible for Alternative Provision Specialist Taskforce (APST), the in house Therapies Team and any new teams developed in relation to transformation activity. This includes chairing relevant reform workstreams and working groups, overseeing associated action plans, ensuring delivery milestones are met, and holding service leads to account for progress, performance, workforce development and implementation in line with Barnet's SEND and AP Reform Plan.

4. Department for Education Reporting and Grant Assurance

Lead the coordination and submission of quarterly Department for Education reporting on progress against the SEND reform programme.

Ensure that all DfE submissions are accurate, evidence-based, timely and aligned with Barnet's approved reform plan.

Oversee the management and assurance of SEND reform grant funding, ensuring that expenditure is clearly linked to approved reform priorities, outputs and outcomes.

Lead budget monitoring and responsibility for the Experts at Hand grant funding, estimated at approximately £3 million to £6 million, ensuring robust budget management, financial control, reporting and audit arrangements in accordance with Department for Education terms of grant.

Provide financial reporting to the Council, BELS, DfE, auditors and other relevant bodies on the use and impact of reform funding.

Ensure that grant funding is used to deliver sustainable system change and does not create unfunded long-term commitments without clear planning and approval.

Maintain a clear audit trail for all reform-related decisions, expenditure, delivery evidence and impact reporting.

5. Financial Sustainability and High Needs Reform

Support the delivery of financial sustainability across the High Needs system by ensuring that reform activity contributes to demand management, improved sufficiency, earlier intervention and better value for money.

Work with finance, commissioning, SEND teams to ensure that transformation activity supports the reduction of avoidable escalation, inappropriate placements, tribunal risk and reliance on high-cost external provision.

Ensure that financial implications are built into programme planning, including workforce, commissioning, digital, sufficiency, service redesign and long-term sustainability.

Support the delivery of any DSG recovery and High Needs Block mitigation plans, while recognising that financial sustainability must be achieved through improved outcomes, better pathways and strengthened local provision.

6. Sufficiency, Inclusion and Specialist Support Transformation

Support transformation activity linked to Barnet's sufficiency strategy, including the development of local specialist places, Additional Resource Provision, specialist support bases, Alternative Provision pathways and inclusive mainstream capacity.

Work with the Director of SEND and Inclusion to support the implementation of Barnet's local model of Specialist Support, aligned to the national "experts at hand" policy direction.

Ensure that Specialist Support is developed as a coherent co-produced local offer wrapped around schools and settings, drawing on BELS advisory services, educational psychology, inclusion services, therapies, AP expertise, health input and wider family support.

Support the development of locality-based or cluster-based models of support, aligned to wider Council and partnership priorities.

Ensure that transformation activity supports children and young people to access the right support, in the right place, at the right time.

7. Quality, Outcomes and Inspection Readiness

Ensure that transformation delivery is aligned with SEND inspection expectations, Annex A evidence requirements, the local area SEND self-evaluation, Barnet reform plan and wider quality assurance arrangements.

Work with the Director of SEND and Inclusion to ensure that reform activity improves timeliness, quality, consistency, co-production and outcomes across the SEND system.

Embed performance measures that track not only activity and outputs, but also impact on children, young people, families, schools and settings.

Support the development of evidence that demonstrates progress in relation to inclusion, parental confidence, access to support, preparation for adulthood, sufficiency, attendance, exclusions, EHCP timeliness and quality.

Ensure that reform reporting is honest, evidence-based and able to identify both strengths and areas requiring further improvement.

8. System Partnership and Stakeholder Leadership

Provide strategic senior leadership across the local area partnership, working with education, health, social care, schools, settings, providers, parent carers and children and young people.

Build strong relationships with reform partners and work stream leads and support the development of shared ownership for SEND reform across the partnership, ensuring that delivery is not seen as the responsibility of SEND services alone.

Support and lead engagement activity where required, including workshops, briefings, consultation events, programme boards, school forums and partner sessions.

Represent BELS and Barnet professionally and credibly in local, regional and national forums and in Boards and meetings with partners

Provide clear and confident briefings to senior officers, elected members, DfE advisors, regulators and external partners.

9. Commercial Development of BELS Education Services

Lead the commercial development of BELS education services in relation to SEND reform, inclusion, specialist support, Alternative Provision, school improvement and wider education transformation.

Identify opportunities to develop and offer BELS expertise to other local authorities, Multi-Academy Trusts, federations, schools and regional partnerships.

Develop commercial proposals, service models, consultancy offers, training programmes and traded service opportunities that are aligned with BELS' values, expertise and strategic objectives.

Work with the CEO and BELS SLT to strengthen BELS' market position as a credible provider of high-quality education, SEND, inclusion and transformation support.

Ensure that commercial development generates income, strengthens reputation and contributes to the long-term sustainability of BELS.

Develop partnerships and external relationships that support innovation, shared learning and regional influence.

Ensure that any commercial activity is ethical, high quality, financially viable and does not compromise BELS' core responsibilities to Barnet local authority, children, young people, schools and families.

10. Corporate Leadership of BELS

Act as a full member of the BELS Senior Leadership Team, contributing to the strategic leadership, corporate governance and organisational development of the company.

Take responsibility for corporate functions, improvement priorities, cross-cutting programmes or organisational development activity as directed by the Chief Executive Officer.

Contribute to business planning, financial planning, workforce planning, risk management, performance management and organisational assurance.

Promote a culture of collaboration, accountability, inclusion, innovation and high performance across BELS.

Lead by example, modelling BELS' values and ensuring that staff are supported, challenged and enabled to deliver excellent services.

Provide line management to staff, consultants, project managers or transformation resources as required.

Section B: Person Specification

Selection Criteria	Essential/ Desirable	Method of Assessment
QUALIFICATIONS:		
Educated to degree level or equivalent level of work experience at a senior level relevant to the field.	E	Application
Post degree management and/or professional qualification	D	Application
Project/Programme Management Qualification	D	Application
KNOWLEDGE/ EXPERIENCE:		
Significant senior leadership experience delivering complex public sector transformation programmes	E	Application/ Interview
Extensive knowledge of SEND legislation, reforms and inspection frameworks	E	Application/ Interview
Proven partnership working across education, health and care systems	E	Application/ Interview
Understanding, appreciation and working within the political context and environment at a senior level.	E	Application/ Interview
Significant experience of managing high value multimillion budgets, driving efficiency and value for money.	E	Application/ Interview
Experience of managing, monitoring, reporting and providing audit assurance for significant grant-funded programmes, including compliance with external funder requirements and terms of grant.	E	Application/ Interview
People management at an organisational level including motivation, performance and capability; similarly management of external contractors and consultants	E	Application/ Interview
Experience of leading the DfE Change Partnership Programme at a regional level	D	Application/ Interview
Significant effective partnership working at a senior level both internally and externally.	E	Application/ Interview

SKILLS AND ABILITIES:		
Excellent stakeholder management and leadership skills.	E	Application/ Interview
Ability to problem solve, and relate everyday practice issues to the wider strategic context	E	Application/ Interview
Ability to influence and advocate for innovation, investment and improvement and to take calculated risks	E	Application/ Interview
Ability to develop and shape corporate policies and change programmes to deliver tangible service improvements	E	Application/ Interview
Ability to listen and respond sensitively to the needs of the community and service around the needs of residents	E	Application/ Interview
The ability to challenge the status quo and look for new and better ways of delivering the company's business.	E	Application/ Interview
Strong line management and supervision skills, including the ability to support, challenge, develop and hold senior service leads to account for delivery, performance, workforce development and improvement.	E	Application/ Interview
OTHER SPECIAL REQUIREMENTS:		
Willingness and ability to work occasional evenings and weekends to align with democratic decision-making processes and maintain service delivery.	E	Application/ Interview

Compiled/Reviewed by	Neil Marlow
Date	10.07.26

Key Details

Reporting to: BELS Chief Executive and Director of Education and Learning

Contract: 2 years fixed term

Salary Range: £104,044 to £126,754

Location: Colindale

Annual Leave

You are entitled to 31 days of annual leave per annum plus the Bank Holidays in the year (this is normally between 7 -10 days). The entitlement would be pro-rated for part timers.

Allowances

- Casual Car Allowance

Flexible and Hybrid Working

This is a full-time post.

BELS is committed to work-life balance. The options may include hybrid working, flexible working, job share and part-time working

Voluntary Pension Scheme – Non-Teachers

Staff joining BELS can choose to contribute to a Pension Scheme and will become members of AVIVA – the Pension provider for BELS. Staff can contribute either 4.5% or 7% of their salary into the Scheme and BELS will match this. BELS is a private company of Barnet Council which has its own legal entity and terms and conditions which are different from Barnet's.

Other benefits

You will have access to a range of lifestyle discounts from major retailers, supermarkets, energy suppliers and more. You will also enjoy a range of payroll benefits including cycle to work, eye care vouchers, travel and gym membership.

Employees have access to well- being training programs including confidential employee assistance and an occupational health service.

Please note:

“BELS, as a Local Authority Controlled Company, is deemed by the Council to be an associate employer of Barnet Council and is therefore covered under the Modification Order. This means that any continuous service you currently have (within another local government service, or a school or any organisation signed up to the Modification Order) will be transferred with you into BELS”

It is a standard practice that prospective employees are offered the starting point of the pay scale and expect that staff would progress through the spine points on an annual basis. However, if there is a strong case to pay above the minimum of the scale, the Senior Management Team would consider the case.

Application Process

Closing date for applications: 27/07/2026 (12.00pm)

Interviews will be held on: 10/08/2026

Completing Application Forms

To apply for this post, you must complete an online **application form** available within the job posting under [Recruitment | Barnet Education & Learning Service | London \(bels.org.uk\)](https://www.bels.org.uk/Recruitment/Barnet-Education-Learning-Service-London).

Particular attention should be given to the Supporting Information section within the application form. Shortlisting is based on the candidate's ability to meet the selection criteria within the person specification. Therefore, it is essential that you outline clear examples and evidence of how you meet the requirements of the person specification. Examples and evidence should also relate back to the duties/accountabilities contained in the job description.

Reply Details

Your application form must reach us by closing date. Applications received after this date will not be considered.

To apply for this post, please visit: [Search Jobs - BELS External Career Site Careers](https://www.bels.org.uk/Search-Jobs-BELS-External-Career-Site-Careers)

If you need assistance, please email the BELS HR Team at: hr.barnetbels@barnet.gov.uk quoting job title.

It is important that you complete ALL sections of the application form.

Next Steps

If you are selected for interview, we will contact you by email and/or text message.