



Job Title:	Behaviour Specialist Lead
Salary:	£23,800 - £28,800
Location:	Greater Manchester
Hours of Work:	Monday-Friday 8:15-16:00 – Term Time Only
Line Manager:	Head of School
How to apply:	Request an application pack - recruitment@fstmanagement.uk
Contact Details:	0330 118 0974

Job Description: Behaviour Specialist Lead

A Behaviour Specialist Lead works within First Steps Together Group schools to support students who experience behavioural challenges whilst leading a team of behaviour mentors in delivering exceptional intervention and individualised behaviour plans.

Leadership and strategic oversight

- Developing policy: Creates and implements effective, whole-school policies and procedures related to student behaviour.
- Leading a team: Trains, manages, and supports a team of behaviour mentors and support staff.
- Strategic planning: Helps develop long-term strategies for behaviour management and student well-being.
- Professional development: Provides training for other staff members on behaviour management techniques and best practices, such as trauma-informed practice.

Student support

- Managing complex cases: Works directly with students who have particularly complex or challenging behavioural, emotional, and social needs (SEMH).
- One-on-one and group mentoring: Delivers tailored interventions and mentoring sessions to students.
- Needs assessments: Conducts individual behavioural assessments and contributes to the creation of support plans.
- Role modelling: Acts as a positive role model for students, inspiring them to make better choices.

Collaboration and record-keeping

- Liaising with stakeholders: Works closely with teachers, pastoral leads, therapists, families, and external agencies to ensure a consistent support system for students.
- Monitoring and reporting: Tracks and monitors student progress, keeping accurate records and reporting on outcomes.
- Communication: Keeps all relevant staff and families informed of student progress and challenges.

Required skills and qualifications

- Experience: Prior experience in behaviour support, youth work, mentoring, or residential care is highly valued.
- Resilience and empathy: The ability to remain calm under pressure, maintain boundaries, and show empathy toward students.
- Communication: Excellent verbal and listening skills, with the ability to build trusting relationships with young people.
- Behavioural knowledge: Strong understanding of behaviour management techniques and interventions, including trauma-informed approaches.

Desired Attributes

- Deep patience, empathy, and a calm demeanour under pressure
- Respectful, professional attitude when interacting with children, parents, and colleagues
- Punctuality and unwavering reliability—our pupils count on you every day
- A natural collaborator who listens, adapts, and shares feedback constructively
- Commitment to upholding dignity, privacy, and inclusion for all passengers

What We Offer

- Competitive salary and holiday pay
- Term-time working pattern with potential for additional hours supporting school trips
- Comprehensive induction and ongoing training in SEN awareness, first aid, and safeguarding
- A supportive team culture driven by shared purpose and continuous improvement
- Opportunities for career progression within our expanding SEN transport and care network

Safeguarding

Here at First Steps Together, we're committed to safeguarding the welfare of children and young people and promoting that commitment. We expect all our staff and volunteers to share in it, too, which is why – as part of the selection process – we'll carry out all the necessary checks to ensure you don't pose any risk of harm in your role here.

Join us and you'll be expected to actively contribute to our safeguarding commitment and promote child welfare in line with the school's Child Protection Policy. If ever there's a concern or issue, you'll be ready to report it to your Designated Safeguarding Lead or, in their absence, any Deputy Safeguarding Lead.

Review

The nature of this role means that this job description will be subject to an annual review with the potential for amendment or modification at any time after consultation directly with you. It by no means acts as a comprehensive statement of procedures and is just a way of setting out all the main expectations we'll have of you, here in the role as you deliver an impassioned and truly caring experience to our young people.