

LEAD EDUCATIONAL PSYCHOLOGIST

2026

April

We are looking for **X 2 Lead Educational Psychologists** who believe that great educational psychology should not only respond to need, but shape systems, raise standards and widen what is possible for children, young people, families and the professionals around them.

This is an opportunity for an ambitious and values-led Educational Psychologist to step into a role that sits between **Senior and Principal EP level in scope**, influence and visibility. You will join a high-performance, high-accountability organisation and help lead an established team at a time when educational psychology is being asked to do more: more inclusion, more innovation, more strategic influence, more measurable impact and more creative partnership working across services, sectors and regions.

You will bring the credibility of an excellent practitioner, the judgement of an ethical leader and the curiosity of an entrepreneur. You will be comfortable in a commercial environment and energised by the challenge of shaping commissioned work, building partnerships and working closely with business and sales colleagues to turn emerging need into high-quality, ethical and effective psychological services. You will know how to grow a service without compromising what matters most.

This role carries both regional and national influence, with a developing international outlook. You will help drive standards that enable strong psychological practice from local delivery to wider system leadership. You will lead with rigour, think systemically, act decisively and remain calm under pressure. Above all, you will keep children, young people and families at the centre of decisions, protect the integrity of practice and help build an educational psychology offer known for credibility, impact and ambition.

JOB PURPOSE

To provide professional, strategic and operational leadership within the Educational Psychology service; to lead an established team to deliver high-quality, ethical and evidence-informed psychological practice; to develop new opportunities for growth within a commercial environment; and to drive standards, partnerships and innovation across regional and national work, with scope to contribute to wider international development.

KEY RESPONSIBILITIES

Strategic Leadership and Standards

- Provide visible professional leadership for an established team of Educational Psychologists and associated colleagues.
- Drive high standards in consultation, assessment, intervention, training, report writing, safeguarding, supervision, quality assurance and reflective practice.
- Contribute to service strategy, policy development and continuous improvement, ensuring that professional practice remains aligned with current legislation, evidence and organisational priorities.
- Translate psychological evidence into practical service models that improve outcomes and can be scaled responsibly.

People Leadership

- Hold line management responsibility for a defined group of staff, providing clear direction, support, accountability and developmental challenge.
- Deliver high-quality professional supervision and performance review for qualified, assistant and trainee colleagues as appropriate.
- Build a culture of ambition, inclusion, psychological safety and disciplined follow-through.
- Support recruitment, induction, retention and career development across the team.

Project and Service Development

- Lead and co-ordinate complex projects, action research, improvement programmes & service development activity from scoping through to implementation and evaluation.
- Manage timelines, risks, dependencies, budgets, outcomes and reporting requirements across a portfolio of work.
- Develop psychologically informed solutions to local, regional and national priorities, ensuring that innovation is practical, measurable and sustainable.
- Use service-user feedback, quality data and performance information to refine delivery and strengthen impact.

Commercial and Partnership Leadership

- Work closely with business development and sales colleagues to shape proposals, respond to tenders, scope commissions and ensure that service offers are psychologically sound, ethically robust and operationally deliverable.
- Build and sustain strong relationships with commissioners, schools, trusts, local authorities, partner agencies and other stakeholders.
- Identify opportunities for responsible growth, including training, consultancy, commissioned projects and new service lines.
- Contribute to the design, positioning and review of traded or commissioned offers so that they meet client need without compromising professional integrity.

Professional Practice and Impact

- Maintain a selective but meaningful contribution to direct EP practice through consultation, assessment, intervention, training, coaching or specialist project work.
- Champion inclusive, strengths-based, evidence-informed and relationship-led practice across all areas of delivery.
- Ensure that the voice of children, young people and families informs both individual work and wider service design.
- Provide psychologically informed challenge and support to senior leaders, commissioners and partner professionals.

External Profile and Influence

- Represent the organisation in regional and national forums, networks, conferences, partnerships and strategic groups.
- Contribute to thought leadership through training, writing, publications, presentations or other forms of professional influence.
- Support the development of work that extends beyond local delivery, including collaboration across regions and, where appropriate, international partnerships or learning.
- Act as an ambassador for high-quality educational psychology in both professional and commercial settings.

Organisational Accountability

- Deliver work within agreed KPIs, quality standards, contractual requirements, service level expectations and budget parameters.
- Respond effectively to pressure, complexity and change while maintaining sound professional judgement.
- Manage escalations, service issues and operational challenges in a calm, solutions-focused and accountable way.
- Undertake any other duties reasonably required to support the growth, quality and reputation of the service.

PERSON SPECIFICATION

The specification below reflects current professional expectations and the criteria most commonly used in lead, senior and principal EP recruitment: recognised qualification and registration, line management and supervision, systemic practice, project delivery, stakeholder influence, quality assurance, deadline discipline and performance review, alongside commercial awareness and ethical judgement.

ESSENTIAL QUALIFICATIONS AND PROFESSIONAL STANDING

- A recognised degree in psychology.
- A recognised postgraduate or doctoral professional qualification in educational psychology.
- Current HCPC registration as a practitioner psychologist, with the right to use the title Educational Psychologist.
- A strong and active commitment to continuing professional development, supervision and reflective practice.

ESSENTIAL EXPERIENCE

- Substantial post-qualification experience as an Educational Psychologist across the 0 to 25 age range.
- Experience of delivering high-quality consultation, assessment, intervention, training and system-level work.
- Experience of line management and professional supervision, including supporting the development of staff at different career stages.
- Experience of leading projects, service developments or action-research activity from concept through to implementation and review.
- Experience of working successfully with schools, families, commissioners and multi-agency partners.
- Experience of operating in a traded, commissioned or otherwise commercially accountable environment.
- Experience of using data, feedback, evaluation and performance measures to improve services.
- Experience of working effectively to deadlines, targets and competing priorities while maintaining quality.

ESSENTIAL KNOWLEDGE AND CAPABILITY

- Strong knowledge of current SEND legislation, safeguarding responsibilities, inclusion practice and professional ethics.
- Excellent understanding of evidence-informed psychological practice and the application of psychology at individual, group, organisational and systemic levels.
- The ability to lead with both authority and humility: setting standards, making decisions and holding others to account while remaining relational and constructive.
- Strong commercial judgement, including the ability to contribute to proposals, service design and partnership development without compromising ethical practice.
- High-level written and verbal communication skills, with the ability to influence, negotiate, challenge and inspire across different audiences.
- The ability to work collaboratively with business and sales colleagues while preserving clear professional boundaries and protecting service quality.
- The ability to analyse complex situations, identify priorities and make sound decisions under pressure.
- Confidence in presenting, training, facilitating and representing the organisation externally.

PERSONAL QUALITIES

- Entrepreneurial in mindset, but grounded in sound practice ethics.
- Ambitious for children, young people and families, and equally ambitious about the quality and reach of educational psychology.
- Calm, resilient and disciplined in a demanding environment.
- Curious, creative and solutions-focused, with the drive to turn ideas into delivery.
- Trusted by colleagues and clients because you combine warmth, credibility, clarity and accountability.
- Committed to equity, inclusion and the active participation of children, young people and families.
- Willing to bring challenge where needed, and equally willing to support others to grow.

DESIRABLE

- Experience of leading regional or national initiatives, networks or commissioned programmes.
- Experience of working across both public and independent or commercial environments.
- Experience of developing new products, training offers or service lines.
- Experience of publication, conference speaking, teaching or wider thought leadership.
- A management or leadership qualification.
- Experience of cross-regional or international collaboration.
- Confidence with digital delivery, online learning or blended professional development models.

IN WHAT WAY'S WILL WE SHOW OUR COMMITMENT YOU?

- A highly competitive salary with excellent terms and conditions- up to **72k**
- Highly flexible working conditions.
- Company pension scheme.
- Access to a **company health cash plan** via Medicash
- Access to a **CycleScheme** and **TechScheme**.
- **Annual Volunteer Day** for charity/good causes
- **30 days AL plus bank holidays**
- Excellent line management and supervision.
- **CPD programmes** to ensure we continue to practice dynamically, now and into the future.
- As our service grows there will be opportunity for career progression.

Lead Educational Psychologist

SCALE POINT	ANNUAL SALARY
1	£66,000
2	£68,000
3	£70,000
4	£72,000

NOTES:

- **Pension:** 5% employee, 5% employer
- **Annual Leave:** 30 days plus Bank Holidays

HOW TO APPLY

For a more in-depth conversation about the role please contact **Georgia Macmenemey** who is leading on the process.

We hope you will consider making an application for this fantastic opportunity. To make an application, you will need the following:

- A CV which is tailored for this role.
- A supporting statement that sets out your understanding of both the role and the organisation, and how your experience matches the key criteria on the personal specification.

You can submit your CV direct to our consultant.



Georgia Macmenemey

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