

Post title**Principal Surveyor****Salary and grade:**

NJC 44 – 47, FTE £54,144 - £61,406
NJC 48 – 51, FTE £62,751 - £66,998
(Appointable to a four-point range
defined/dependent on experience)

FTE

Full time

Main purpose of the job:

The Trust's most senior professional lead for estate strategy, building surveying, and capital investment, holding ultimate technical and professional accountability for the quality, compliance, and strategic direction of the Trust's estate portfolio.

Responsible for shaping and owning the Trust's long-term estate and capital investment strategy, ensuring all decisions are informed by condition intelligence, statutory compliance, risk, and organisational priorities at the highest level.

Responsible for building team capability, driving excellence, and positioning Nexus as a recognised centre of professional expertise and best practice in estate strategy within the education sector.

Key duties and responsibilities**Project Leadership & Technical Assurance**

- Provide strategic leadership and coordination across all capital programmes within the Trust estate, setting the direction and pace of delivery.
- Set technical standards for building surveying, design quality, and capital works delivery across all sites and programmes, holding professional accountability for outcomes.
- Exercise final technical authority for design principles, specifications, and construction methodologies across all capital activity, including sign-off of major design submissions and contractor technical proposals.
- Ensure strategic alignment and consistency across all capital programmes in relation to statutory compliance, estate condition, and Trust-wide priorities, resolving conflicts and competing demands at programme level.
- Lead the scoping, definition, and governance of capital programmes from strategic feasibility through to full delivery, including decisions on procurement routes, contract strategy, and professional appointments.
- Provide professional reporting and technical assurance to senior leadership and the Trust Board on capital programme performance, risk, and compliance.

Compliance & Assurance

- Hold strategic accountability for estate compliance across all capital programmes and the wider estate portfolio, acting as the Trust's senior responsible officer for statutory compliance in the built environment.

- Ensure all capital programmes comply with statutory requirements, funding conditions, and Trust governance standards, providing interpretation of regulatory obligations.
- Design, own, and maintain assurance frameworks covering multiple concurrent capital programmes, ensuring readiness for external audit, funding body scrutiny, and regulatory inspection.
- Provide authoritative technical interpretation of regulatory requirements including CDM, Building Regulations, fire safety, planning obligations, advising the Trust on emerging legislative requirements and their estate implications.
- Own the Trust's approach to capital programme risk: identifying, escalating, and mitigating risk across all programmes at a strategic level and reporting to executive leadership.
- Lead programme-level governance and assurance reviews, driving continuous improvement in capital delivery across the Trust.
- Ensure full consistency of compliance and technical standards across all capital activity, acting as the principal point of escalation for technical disputes and professional judgements.

Estate Management & Condition

- Lead the strategic interpretation of estate condition data, translating complex condition intelligence into prioritised, costed capital investment programmes aligned to Trust-wide priorities.
- Own the Trust's capital investment strategy, ensuring it reflects condition data, compliance risk, lifecycle analysis, and long-term organisational needs.
- Provide authoritative strategic direction on estate condition, lifecycle risk, and capital investment sequencing across the full portfolio, advising the Executive and Trust Board.
- Ensure the integrity and quality of all estate condition intelligence used to underpin capital programming and investment decisions across the Trust.
- Lead the development of the Trust's long-term estate strategy, acting as the principal professional adviser
- Shape and influence national and sector-level thinking on estate strategy where appropriate, representing the Trust with external bodies, funders, and regulatory authorities.
- Scope, build, lead, and develop a high-performing professional team with the capability and capacity to deliver estate services beyond the Trust, establishing the Trust as a recognised centre of professional excellence in estate strategy.

Safeguarding

- Nexus MAT is committed to safeguarding and promoting the welfare of children and young people. The highest priority must be given to following the guidance and approaches to safeguard children and follow all safeguarding procedures outlined by the MAT and member schools

Person Specification

		Essential	Desirable
Qualifications	MRICS or equivalent chartered professional qualification (e.g. CIOB, MICE)	•	
Experience	Substantial senior leadership experience in building surveying, capital programme management, or estate strategy at a strategic/portfolio level	•	
	Proven track record of leading and delivering complex, multi-site capital programmes with significant budget responsibility	•	
	Deep expertise in statutory compliance including CDM, Building Regulations, fire safety, planning obligations, and procurement/contracts	•	
	Experience of providing professional advice at Executive and Board level, influencing major investment decisions		•
	Experience in an education, public sector, or similarly complex multi-site estate environment	•	
	Experience of leading, managing, and developing professional teams and external consultants across multiple concurrent programmes	•	
	Demonstrable experience of shaping and delivering long-term estate strategy and capital investment planning at an organisational level		•
	Thinking Ability	Exceptional analytical capability: able to synthesise complex technical, financial, and strategic information to inform high-stakes investment decisions at pace	•
Exercises authoritative and independent professional judgement on complex technical and regulatory matters, including in novel or ambiguous situations		•	
Able to translate highly technical information into clear strategic recommendations for non-specialist senior audiences, including the Trust Board		•	
Thinks strategically and innovatively to resolve complex cross-programme challenges, identify opportunities, and drive continuous improvement across the estate		•	
Demonstrated ability to plan strategically for organisational-level outcomes, managing complexity, risk, and competing priorities across a multi-year horizon		•	
Personal Effectiveness	Operates with the highest professional and ethical standards; a credible, authoritative figure who has	•	

		Essential	Desirable
	confidence at Board, Executive, and external stakeholder level		
	Demonstrates visible, assured leadership: able to set direction, inspire confidence, and hold others to account across a complex professional environment	•	
	Resilient and delivery-focused under significant pressure; drives performance and accountability across teams and programmes while maintaining quality and compliance standards	•	