

CANDIDATE INFORMATION PACK

Building Services Manager

LEH

LADY ELEANOR HOLLES

**BOLD
BEGINNINGS
START
HERE**





A MESSAGE FROM THE HEAD

Thank you for your interest in LEH and in joining our team. At LEH, we combine ambition with joy to create something extraordinary. We want our pupils – and our staff – to reach for the highest goals in a happy and supportive environment.

With almost a thousand pupils from Year 3 to Year 13, our girls are some of the most academically able in the UK. We have a moral imperative to help them realise their potential and to provide an education that gives them the confidence to feel brave and undaunted about their future achievements and impact.

Our strategy, *Facing the Future Undaunted*, captures what we stand for: brave learning, imaginative thinking, and joyful discovery. We are one of the UK's leading independent girls' schools, and we are proud that our pupils consistently achieve some of the best results in the country – but what matters most is that they leave us feeling fulfilled, confident, compassionate, and ready to take on the world.

We are looking for colleagues who share our excitement, our high expectations, our ambition and our sense of fun. If that resonates with you, we would love to hear from you.

Best wishes

Rowena Cole
Head

ABOUT LEH



LEH is one of the UK's leading independent schools, providing highly capable girls with a distinctive education that prepares them to take their place at the table, in the room and in the world, in their chosen sphere.

As a selective independent school for girls aged 7 to 18, we believe that academic ambition and personal happiness are not mutually exclusive. In our classrooms, corridors, and across our 24 acres of playing fields, you'll find a culture of relaxed excellence; a place where pupils are encouraged to think deeply, question boldly, and engage in spirited, respectful debate.

Here, challenge is not something to be feared but embraced – because it comes with the right support. Our teaching goes beyond the curriculum, nurturing curiosity, independence, and a love of learning that lasts a lifetime. We don't just teach girls what to think, but how to think – equipping them with the critical thinking skills and intellectual confidence to thrive at school and far beyond.

LEH was founded more than 300 years ago. Today, we are proud to be a school like no other with a rich history and a forward-focused vision.



OUR VISION

LEH provides girls with a distinctive education that prepares them to take their place at the table, in the room and in the world, in their chosen sphere.

OUR MISSION

LEH fosters a culture that supports every pupil to achieve excellence and success, both shared and individual, to be fulfilled, and to have significant impact in every way she chooses.

OUR VALUES

- We choose to succeed.
- We rise to challenges.
- We lift those around us.
- We inspire trust.
- We encourage personal agency.
- We embrace joy and laughter.



OUR STRATEGY

In an external environment as changeable and unpredictable as ours, knowing the strength, capability and character of our pupils, their ambitions for the future and the impact we know they will have in the years to come, is what fuels us with much-needed hope and optimism.

This is what sits at the core of LEH's strategy: [Facing the Future Undaunted](#). It's a declaration of our aims and ambition for LEH and for every pupil, and it sets out our collective goals as a school community over the next few years. Shaped with the involvement of our pupils, parents, staff, alumnae and governors, our strategy embodies all that we stand for as a school for highly capable girls.

Our four core strategic objectives are what guide the work of everyone at LEH:

1. A Bold Voice for Girls' Education

We will push forward the boundaries of educational knowledge, informed by research that focuses on delivering the best possible education for girls.

2. Academic Excellence in Every Area

We will deliver consistent academic excellence and provide an outstanding educational experience for bright girls, offering stretch and challenge in a context of kindness and care.

3. A Culture of Success for All

We will enable a culture of success for all, where everyone is expected to deliver their best for themselves and for each other.

4. A One-School Approach

We will harness the strength of being one school, delivering an outstanding joined-up education.



WHY WORK AT LEH?

Working at LEH means being part of something extraordinary.

- **Exceptional Pupils:** Our girls are highly capable, curious, spirited, and full of potential. They are a joy to teach and inspire us daily with their enthusiasm, kindness, and determination.
- **Academic Excellence:** LEH consistently ranks among the top schools in the UK, with pupils achieving outstanding results and progressing to leading universities around the world.
- **Innovation and Ambition:** We don't stand still. Our teaching and learning is forward-looking, creative, and research informed. You'll have the freedom to innovate – and the support to make it a success.
- **A Community that Celebrates Joy and Laughter:** LEH is alive with energy. Whether it's on the sports field, in the theatre, the music studio, or in the lab, our pupils throw themselves into school life with passion and fun and we're proud that they perform at the highest levels.
- **Professional Growth:** We invest in our people. From leadership opportunities to excellent professional development, we want you to thrive here just as much as our pupils do.
- **Exceptional Facilities:** From state-of-the-art science labs to a professional theatre and outstanding sports complex, you'll have the tools and spaces to bring learning to life, all set in 24 acres of green fields. We also have parking and bike racks on site for all staff.
- **Reward and Recognition:** Competitive salary and benefits, complimentary tickets to outstanding drama and music productions, free lunch, and access to our superb facilities are just the start.

LEH is a place where careers are enriched, where talent is celebrated, and where joy is part of every day.

SAFEGUARDING STATEMENT



All staff working at LEH will have some contact with children and will therefore be in regulated activity. Staff with teaching duties will be responsible for the pupils that they teach and may also have additional specific pastoral or other responsibilities for other pupils they do not teach. In addition, all staff will regularly interact with pupils who may seek assistance or otherwise interact with them whilst moving around LEH.

In all cases, the post holder's responsibility for promoting and safeguarding the welfare of the pupils is to adhere to and ensure compliance with LEH's safeguarding policies and procedures at all times. The post is exempt from the Rehabilitation of Offenders Act 1974 and LEH is therefore permitted to ask job applicants to declare all convictions and cautions (including those which are "spent" unless they are "protected" under the DBS filtering rules) in order to assess their suitability to work with children.

LEH is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. All applicants must be willing to undergo child protection screening, including checks with past employers and the Disclosure and Barring Service (DBS).

OUR COMMITMENT TO INCLUSIVITY AND EQUAL OPPORTUNITIES

At LEH, we believe in the power of education to transform lives and the importance of diversity to enrich these transformations. We are committed to creating and maintaining a welcoming and inclusive environment for all that celebrates the unique identities, abilities, and aspirations of each member of our school community.

ABOUT THE SENIOR SCHOOL



At LEH, we believe that academic ambition and personal happiness go hand in hand. Our selective Senior School welcomes highly academic pupils from Year 7 to Year 13, achieving some of the highest public examination results in the country. But our focus extends beyond academics, with a strong emphasis on balance, joy and personal fulfilment.

In our classrooms, corridors, and across the playing fields, you'll find a culture of relaxed excellence – a place where students and staff are encouraged to think deeply, question boldly, and engage in spirited, respectful debate. Challenge is embraced, supported by a community that values curiosity, creativity, and care.

Our teaching goes beyond the curriculum, nurturing a love of learning that lasts a lifetime. We equip pupils with the intellectual confidence and critical thinking skills to thrive at school and beyond.

Life at LEH is enriched by an outstanding co-curricular programme, where girls flourish in the creative arts, on stage, in music, on the sports fields, and through countless opportunities to pursue their passions and develop new talents. Whether performing in our theatre, creating in our studios, or leading clubs and societies, pupils – and the staff who inspire them – are encouraged to explore their full potential.

Joining LEH means becoming part of a vibrant, forward-looking community that values excellence, wellbeing, and the joy of lifelong learning.



Building Services Manager

Responsible To

Estates Manager

Main Purpose of Job

The Building Services Manager plays a key role within the Estates & Facilities team, taking ownership of the school's mechanical, electrical, and life safety infrastructure.

You will form a core part of a proactive Estates Management team alongside the Estates Manager, Facilities Manager, Maintenance Supervisor and Head of Grounds. This group operates cohesively across shared areas of work, collaborating closely and pulling on each other's strengths to run the school efficiently.

The culture here is highly visible and practical. All our managers enjoy getting stuck into the physical reality of the estate, sharing a varied workload of routine management, complex problem-solving, and operational firefighting.

Whilst this position does not carry direct line management responsibilities, it is a senior role. You will be expected to delegate tasks to the team of Facilities Assistants where appropriate; supporting, training, and assisting them as needed.

This is primarily a management role (approximately 80%) focused on statutory compliance, specialist contractor management, planned maintenance, and technical oversight. You will balance this with a hands-on approach: remaining visible across the estate, providing technical support, diagnosing faults, determining when work can be completed safely in-house versus when contractors are required, and supporting the wider team during operational issues.



Main Duties and Responsibilities

Building Services & Technical Operations

- Manage the day-to-day operation of the School's mechanical, electrical and building services infrastructure.
- Monitor HVAC, electrical systems, plant rooms, plumbing, lifts and life safety systems through the BMS (Trend IQ Vision) and regular inspections.
- Diagnose technical faults and determine whether works should be completed in-house or by specialist contractors.
- Provide practical technical support where appropriate, carrying out minor mechanical, electrical and plumbing works within your competence.
- Plan and supervise M&E projects, lifecycle replacement programmes and technical improvements.
- Support the Estates Manager with larger capital and infrastructure projects.
- Manage swimming pool plant compliance, acting as the escalation point for the two pool plant operators who oversee day-to-day running (training provided if required).
- Respond to technical emergencies, including occasional out-of-hours support where required.

Statutory Compliance & Record Keeping

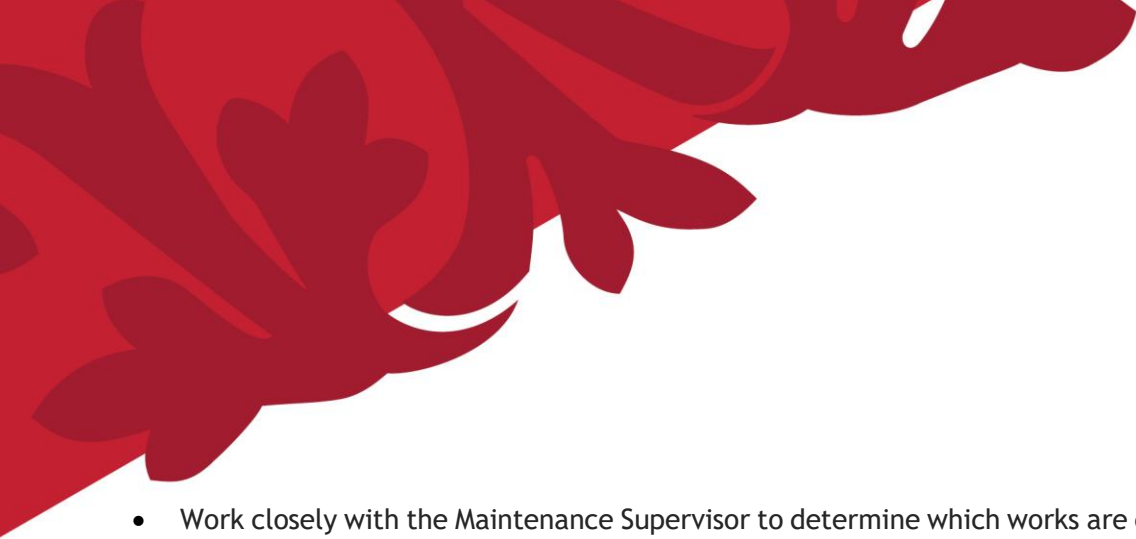
- Own the School's statutory compliance programme.
- Ensure inspections, servicing, certification and remedial actions are completed on time.
- Manage compliance relating to water hygiene, gas safety, fire systems, emergency lighting, lightning protection, lifts and other statutory obligations.
- Maintain accurate compliance records and ensure documentation is audit ready.
- Review surveys and prioritise remedial works with the Estates Manager.

Contractor Management

- Prepare scopes of work and assist with tendering specialist contracts.
- Manage specialist contractors from appointment through to completion.
- Operate permit-to-work procedures where required.
- Inspect completed works to ensure quality, compliance and value for money.
- Ensure all visiting contractors have provided the required documentation.
- Carry out physical checks across the premises to ensure contractors' work is of a satisfactory standard.

Planned Maintenance

- Develop and continually improve the planned preventative maintenance programme.

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- Work closely with the Maintenance Supervisor to determine which works are completed internally and which require external specialists.
 - Support the Estates helpdesk and allocate technical tasks where appropriate.

Energy & Sustainability

- Monitor energy consumption and identify efficiency improvements.
- Oversee maintenance of renewable technologies including PV systems.
- Support the School's sustainability objectives.
- Arrange monthly submission of meter readings to suppliers.

Financial & Administrative

- Formulate and work within budgets, raising purchase orders and authorising invoices as required.
- Identify parts and materials required to carry out jobs, and source competitive quotes where necessary.

Ticketing, Task Management & Event Support

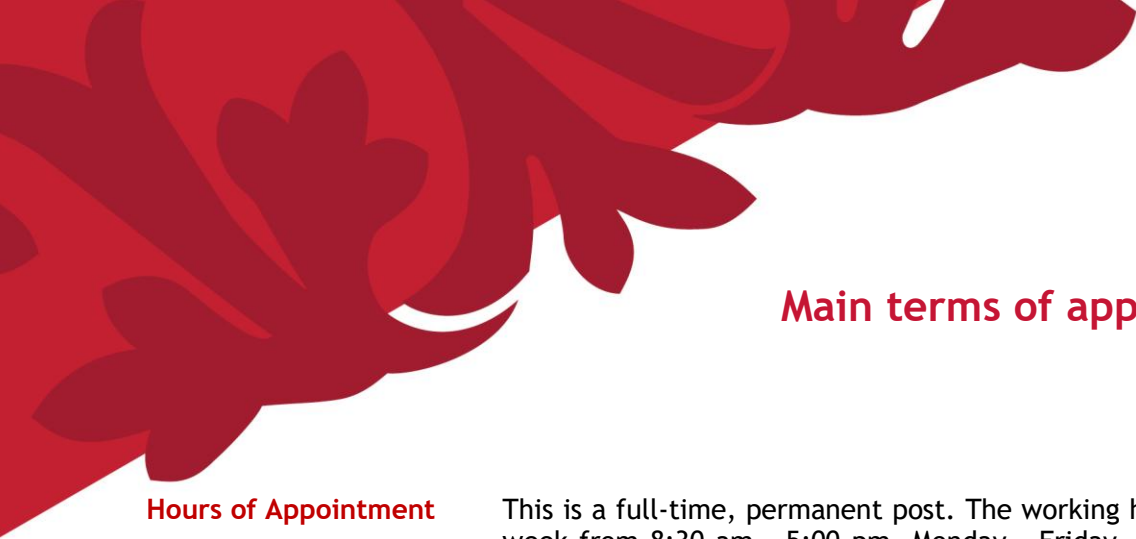
- Actively monitor and manage technical requests via the departmental ticketing system, completing assigned tasks promptly.
- When required, assign and coordinate work on the ticketing system, delegating tasks to other team members and supporting them through to completion.
- Work collaboratively as part of the wider team, pitching in during busy periods to assist with high-volume operational tasks, including event set-ups and pack-downs.

Safeguarding

- Adhere to school policy on safeguarding and attend/update training as required.
- Ensure the safeguarding and wellbeing of children and young people at the School in accordance with school policies.

Person Specification

	Essential	Desirable	Assessment via application form/ interview/reference
Relevant qualification or equivalent practical experience in Building Services, Facilities Management or a related discipline.	✓		A / I / R
Experience managing or maintaining building services within a complex estate.	✓		A / I / R
Knowledge of HVAC, mechanical, electrical and plumbing systems.	✓		A / I
Experience managing statutory compliance programmes.	✓		A / I
Experience managing specialist contractors and service agreements.	✓		A / I / R
Experience using BMS and/or CAFM systems.	✓		A / I
Strong organisational, communication and contractor management skills.	✓		A / I
Practical approach with willingness to support operational issues when required.	✓		A / I
Experience within education, healthcare or multi-building estates.		✓	A / I / R
IOSH or NEBOSH qualification.		✓	A / I
Experience delivering M&E projects.		✓	A / I / R
An understanding of, and commitment to, adhering to school policy on safeguarding.		✓	A / I



Main terms of appointment

Hours of Appointment	This is a full-time, permanent post. The working hours will be 37.5 per week from 8:30 am - 5:00 pm, Monday - Friday, with a 1-hour unpaid lunch break. There will also be a requirement for the postholder to be on call in case of emergencies.
Notice Period	During the 4-month probationary period, the period of notice will be two weeks on either party. After successful completion of the probationary period, the notice will be 3 months or the statutory minimum, whichever is greater.
Salary	£50,000 - 55,000 per annum (dependent on experience).
Holiday Entitlement	The holiday entitlement is 25 paid working days per year plus the 8 bank holidays. In addition to this, the school is closed for two weeks over the Christmas period (this is a non-contractual entitlement).
Pension	Non-teaching staff may join The Lady Eleanor Holles School's Stakeholder Pension Scheme. This is a defined contribution pension scheme; provided the employee contributes 6% of gross salary, the employer will contribute a further 10%.

How to apply:

To apply, please send your CV to our retained recruitment consultant, Tom Morrison at Sielo Search: tom@sielosearch.com.

For any questions about the role, please email or contact Tom directly on 07537 162 323.

The closing date for applications is **Friday, 14th August at 5:00 pm.**

OUR STAFF BENEFITS



Healthcare cash plan

A healthcare cash plan is provided to help with the cost of everyday health expenses such as dental, optical, and physiotherapy treatments.



Cycle to work scheme

Take advantage of the Cycle to Work Scheme, enabling savings on bicycles and accessories while encouraging a healthier commute.



Teachers' Pension Scheme / LEH Group Pension Scheme

Access to the generous Teachers' Pension Scheme, ensuring long-term financial security in retirement. Non-teaching staff are eligible to join the LEH Group Pension Scheme, a defined contribution scheme (with life assurance) designed to support long-term financial wellbeing.



Relocation assistance package

Financial support is available to assist with the costs of relocating, making your move to the area as smooth as possible.



School fee reduction

Significant reductions in school fees are available for staff members with children enrolled at the school. LEH also has an arrangement for fee reduction for staff with children attending Hampton School.



Employee Assistance Policy

A confidential Employee Assistance Programme offers free support, advice, and counselling for both personal and work-related matters.



Free lunches, tea and coffee

Complimentary lunches are provided daily, along with unlimited tea and coffee throughout the day.



24-acre campus with superb facilities

Enjoy working in a beautiful 24-acre campus featuring modern teaching spaces, sports grounds, and tranquil outdoor areas.



Free parking on site

Free and secure on-site parking is available for all staff.



On-site library access

Staff have full access to the well-stocked on-site library for personal and professional development.



Use of swimming pool

Enjoy use of the school's swimming pool at designated times, supporting health and wellbeing.



Annual flu jab

An annual flu vaccination is offered to staff on-site to help maintain health during flu season.

BOLD BEGINNINGS START HERE

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