

Eastleigh College: Recruitment of Deputy Chief Executive Officer

Welcome from the Chair of Governors

Following the recent announcement that our Deputy Chief Executive Jan Edrich has been appointed to the role of Chief Executive, Eastleigh College is seeking to appoint a successor to take up the post of Deputy at the start of the new academic year.

Judged 'Outstanding' by Ofsted in 2012 and with a unique mix of local and national provision, the College is widely recognised for its proactive and responsive approach to providing high quality, vocational education and training which meets the needs of learners, employers and partners.

Locally, the College operates from three sites in Eastleigh, one in Southampton and many outreach centres. Nationally, the College delivers work-based learning through a network of private training providers and recent years have seen significant growth and success in this area, with over a third of the College's £28m income now coming from sub-contracted work-based learning contracts.

We have ambitious plans for the future and are keen to appoint an inspirational and curriculum focused Deputy Chief Executive who will relish the opportunity to further grow and develop the College whilst ensuring that we maintain our 'Outstanding' status. We do not underestimate the challenges ahead; which is why we are seeking a leader with exceptional skills and experience.

I hope after reading the information on the following documents you will be inspired by the opportunity this post presents to lead Eastleigh College to the next level and for your own professional rewards. If you are a successful Further Education curriculum leader with the strategic perspective to help Eastleigh College to achieve its aspirations, we would like to hear from you.

Paul Quigley

Chair of Governors

About the College

Eastleigh is situated in South Hampshire, at a major communication intersection with excellent motorway, rail and air links. It has a population of around 120,000 and low unemployment. Despite the area being relatively prosperous, there are pockets of social deprivation and below average levels of basic skills. Most businesses locally form small to medium sized enterprises.

As a medium sized general further education college with an annual turnover of £18m (and the conduit to an additional £10m sub-contractor funding), the College specialises in vocational education and training, supporting approximately 17,000 learners across England with 40,000 qualifications per year.

In 2012 the College was judged Grade 1 'Outstanding' by Ofsted across all areas including overall effectiveness of provision, outcomes for learners, quality of provision and capacity to improve.

Furthermore, the College has received a number of accolades including being one of the first three general further education colleges in the country to be awarded Beacon status, placing it in the top 10% of colleges nationally. It has also achieved the full Training Quality Standards recognition, the Cabinet Office Customer Service Excellence award, Investors in People (Silver) and Investors in Diversity.

The College has three sites in Eastleigh, one in Southampton and many outreach centres across the sub-region, where the bulk of its learners are located. In addition, it has a residential facility accommodating a small number of learners with moderate learning difficulties, which has achieved its own Grade 1 Ofsted 'Outstanding' judgement on all three inspections in the past eight years.

Working with local schools, colleges, Eastleigh Borough Council, Solent Enterprise Partnership, Job Centre Plus and a very wide range of businesses, the College prides itself in being an integral part of the community, making a valuable contribution to the lives of young people and adults. With direct involvement with over 1,200 businesses, the College has an extensive, growing and high quality network of employer partnerships. This is augmented via its management of contracts worth over £10m annually, delivered by a range of training partners which has extended the College's reach beyond the local area and across England. The College's track record in this area has resulted in a well-earned reputation with the Skills Funding Agency (SFA) among others, and its approach to the management of these complex partnerships has been described as "best practice" by independent auditors. In 2013 the College supported Ford with the closure of its Southampton plant, receiving national recognition for the high quality learning provision and its flexible, proactive and solution focused approach.

In a very competitive environment, the College is aware that a high standard of customer service and excellent results are essential in growing the business within Hampshire and Southampton. Its own philosophy of bringing learning to learners has seen a substantial expansion of college outreach provision to employer premises and community centres across the sub-region and this is likely to expand.

The next few years will see structural changes to the skills system for both young people and adults. However, the College is well placed to meet and respond to these challenges with an agreed five year strategic plan in place, focusing on the growth of technical subjects at Levels 3 and 4, and ambitious plans for further expansion of employer engagement.

About the Role

The new Deputy Chief Executive Officer, with the support of three Associate Directors, will provide leadership for the three curriculum divisions; student services, supported learning and admissions; apprenticeship delivery, community learning and work based learning.

The College has achieved much under its present leadership and a key challenge for the new Deputy Chief Executive will be to ensure that this legacy is built upon and that opportunities for growth are exploited fully. A focus on quality and a learner centred approach to curriculum delivery are key strands in positioning the College to best advantage in a volatile and unpredictable environment.

The post-holder will be part of a highly successful senior management team, which is extremely responsive to addressing the needs and investment requirements of learners, employers and staff. This small team promotes a can-do culture and leads a group of highly capable managers who work hard to raise success rates and expand the number of learners whose needs the College will meet. The post-holder will also be joining a college with well motivated and clearly focused employees who provide outstanding support to meet learner needs, respond to employer requirements and deliver continuous improvement in every aspect of the College operation.