

Principal LSBTC



Welcome

Dear Applicant,

Principal

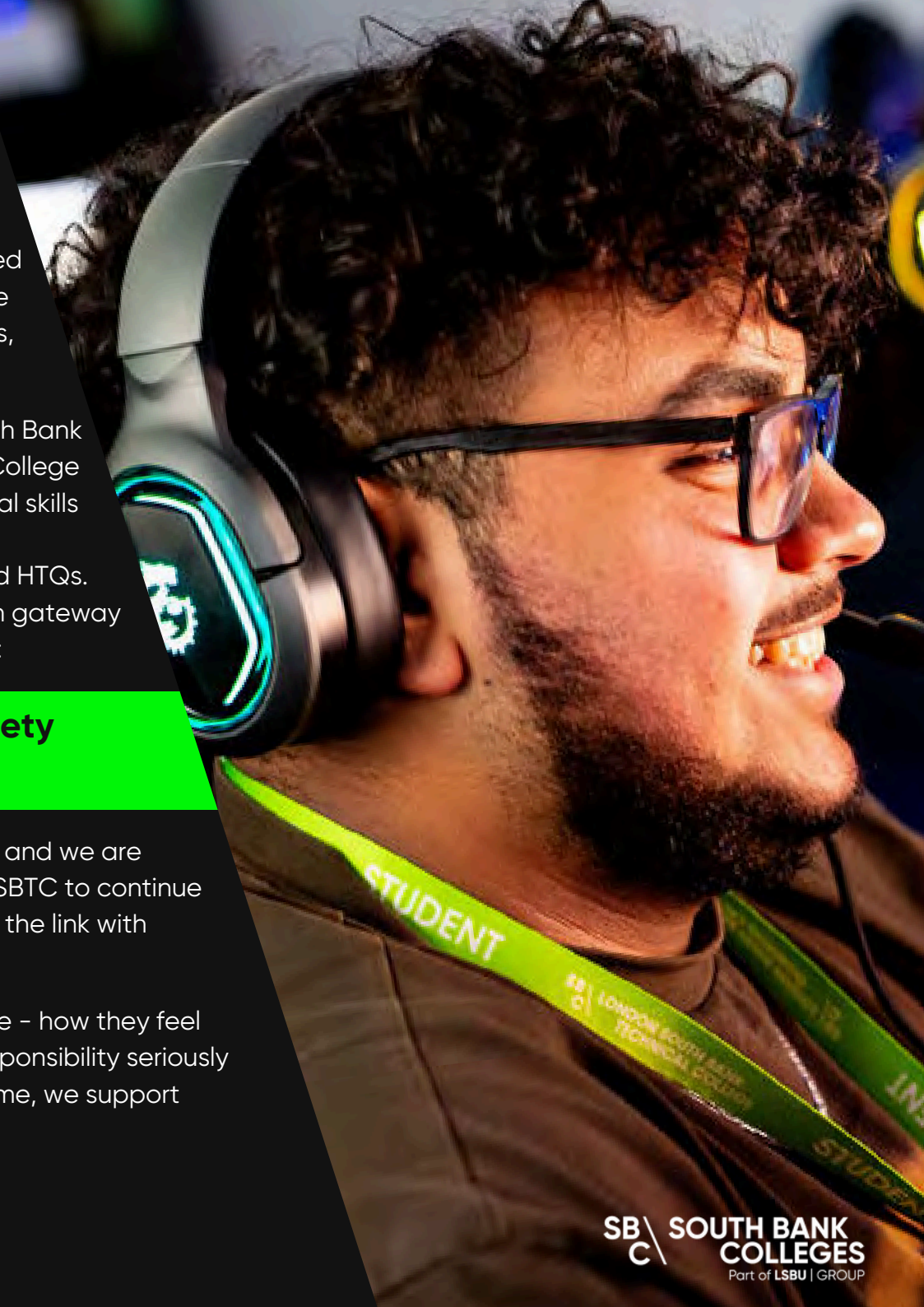
South Bank Colleges was established when Lambeth College transferred to London South Bank University in February 2019 as part of a distinctive family of educational institutions, which includes South Bank Academies, the college and the university.

Since joining the group, the college has reshaped itself and is now South Bank Colleges, with the newly opened £45 m London South Bank Technical College at Nine Elms. LSBTC has a strong focus on meeting national and regional skills needs through high quality professional and technical education with a particular focus on levels 3 and 4 including T levels, apprenticeships and HTQs. This new college operates alongside Lambeth College, with its focus on gateway education and essential skills. We are ambitious in our group's vision to:

'Transform lives, communities, businesses, and society through applied education and insights.'

Our current Principal of London South Bank Technical College is retiring and we are looking for an exceptional candidate to become the new Principal of LSBTC to continue building on the college's reputation for strong partnerships, particularly the link with London South Bank University.

Our students speak very positively about their experience at the college - how they feel safe, well cared for, and part of a dynamic community. We take our responsibility seriously for ensuring our students have the very best experience. At the same time, we support them in accessing the very best opportunities after they leave college.



The college has significantly improved the quality of its provisions, receiving two Ofsted Good assessments, with adult provision rated Outstanding in our most recent inspection.

We have an ambitious estates strategy, which has been developed in collaboration with the university and key partners, to be completed over the next 3 years.

Situated in the heart of South London, there are numerous opportunities for strong collaboration and partnership working with our local authority, employers and a wide range of organisations, in addition to rich opportunities through our partnership with the university.

We take pride in being an inclusive and welcoming college that is highly responsive to the needs of our students. Diversity and inclusion are central to our values and behaviours and we seek applicants who are fully committed to enhancing our work in this area.

This is a crucial appointment, and to assist us in finding the right person, we have retained the support of FE Associates. Prior to submitting an application, interested parties are advised to arrange an initial conversation with our lead consultant by emailing Suzanne.Thurlow@fea.co.uk to discuss the role before the closing date.

If you feel this is the right opportunity for you and that you have the right skills and experience, I look forward to receiving an application from you. Please feel free to contact my executive assistant (EA) to arrange an informal chat if you would like to find out more about this opportunity - sdavidson@southbankcolleges.ac.uk.

With best wishes,

Fiona Morey OBE
Executive Principal

Learners from a wide range of backgrounds and circumstances feel welcomed at the college. There exists a strong culture of inclusion, where learners and apprentices feel safe and valued. Staff at all levels foster an understanding of diversity, which helps learners appreciate each other's differences. Ofsted January 2025



Job description

Job title: Principal – London South Bank Technical College

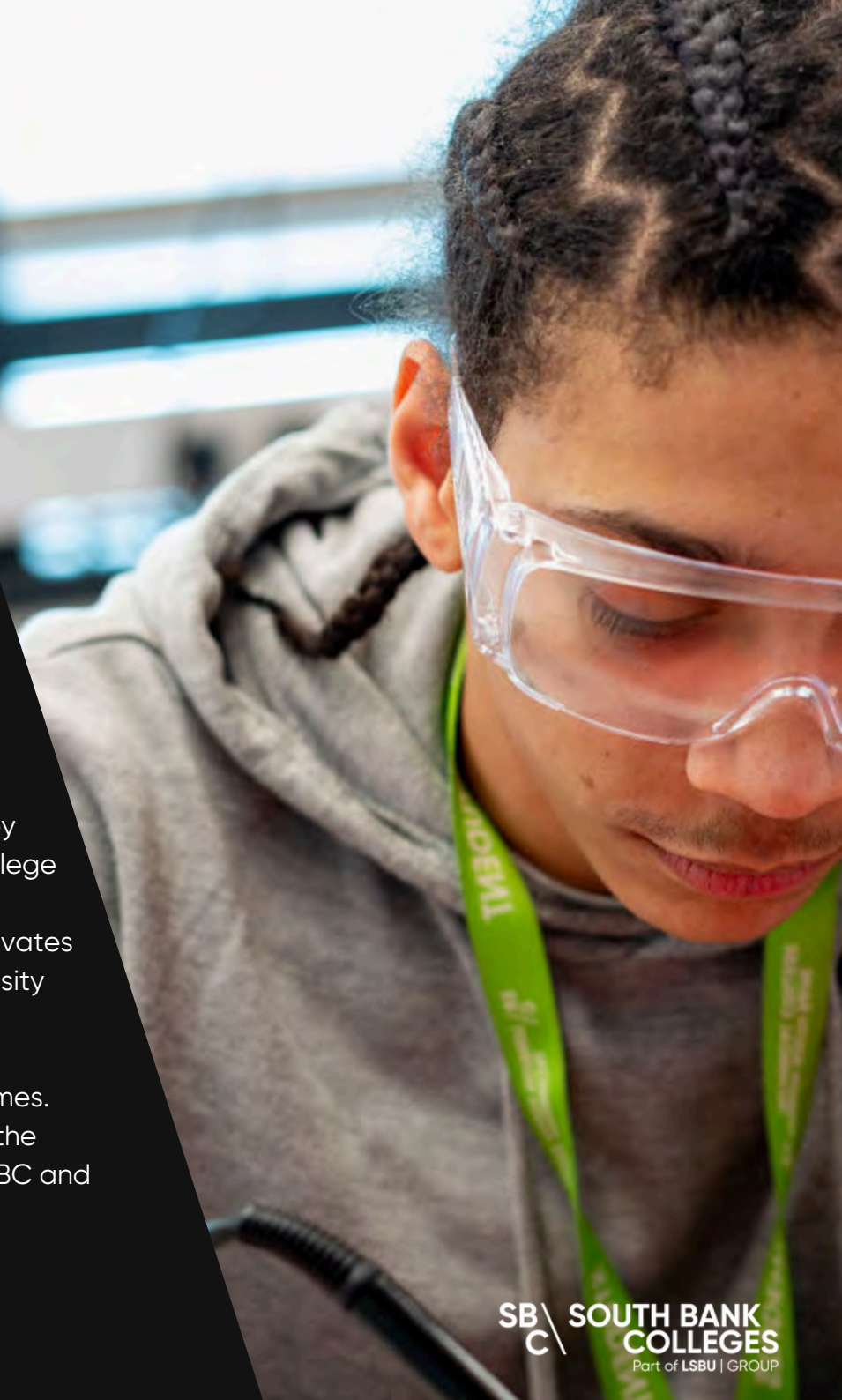
Responsible to: SBC Executive Principal

Salary: Competitive

Role Purpose

To establish LSBTC as a centre of excellence for technical and professional education that is known for its high-quality, responsive offer and fully realises the opportunities of the LSBU Group model.

- To lead the LSBTC by providing inspiration, vision and effective leadership across the institution, fully leveraging the benefits of being part of the LSBU Group.
- To ensure that LSBTC's core curriculum is fully responsive to the needs of the students, employers and communities the College serves and is underpinned by exceptional teaching & learning experience and outcomes, thus creating a college that has impactful external engagement and demonstrable civic commitment.
- To foster an inclusive, supportive and collaborative work environment that cultivates a culture empowering and inspiring all colleagues toward excellence and curiosity regarding a curriculum that addresses future skills needs.
- To provide cross college-wide leadership for quality strategies, processes and applications that ensure high-quality student learning experiences and outcomes.
- To be a key member of the SBC College Group Executive Team, ensuring that the College's culture supports and embraces the strategies, plans and values of SBC and leading by example in this.



Key Responsibilities

Strategic Leadership

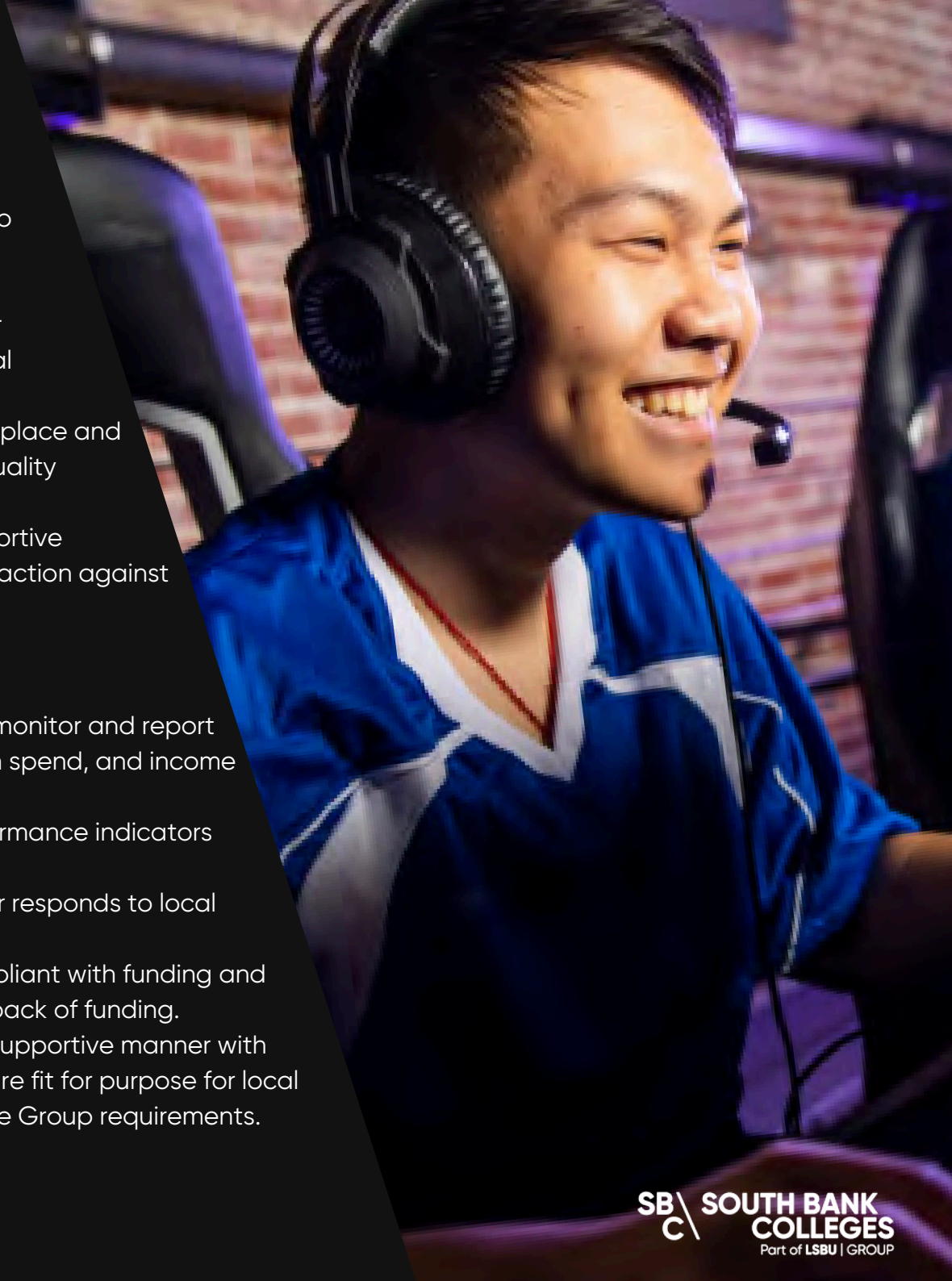
- Within the context of the College and LSBU Group, to develop a compelling vision of the College's future through strategies and plans which are aligned to the College and LSBU Group strategies and are communicated clearly to all students and staff.
- To work with colleagues across the College and LSBU Group to fully realise the unique benefits of our family of education institutions and the vital role that LSBTC has to play in this.
- To be proactive in ensuring a culture that promotes equality of opportunity for all staff and students pervades the College and that diversity and inclusion are firmly embedded across all aspects of the College's work.
- To lead, enthuse and develop the College Management Team to be ambitious and responsible educators and leaders, with succession planning in mind.
- To ensure that the College's curriculum is continually updated to meet the full range of local needs of students, businesses and other stakeholders.
- To ensure the delivery of a responsive, forward thinking and financially sustainable curriculum that is underpinned by exceptional teaching.
- To ensure the delivery of an exceptional learner experience across all College provision that leads to successful student outcomes including progression to employment and further study.
- To work closely with the local stakeholders in relation to the delivery of local plans and strategies.
- Through the Executive Principal, to work closely with the SBC Board and its committees on issues of governance and compliance, reporting on key issues and keeping the Board abreast of key College developments.
- To ensure that all students have access to programmes of study that support the development of English, maths and digital skills, enterprise and entrepreneurship, and engagement with employers.
- To work with SBA and LSBU to ensure that Group opportunities are being fully exploited and responded to, and the offer of the College is being delivered in a manner that promotes high-quality outcomes across all aspects of operations.
- To be the SBC strategic lead on Quality ensuring robust policies and procedures are in place across the College group and to ensure high-quality students learning experience and outcomes.
- To develop an entrepreneurial approach to business development within the College that regularly delivers new opportunities, making it an exciting and vibrant place to work.

Exceptional Teaching, Learning Experience and Outcomes

- To be a champion of excellence in teaching and learning, identifying opportunities to create cross-group Communities of Practice, and to challenge any practices which may be failing to support learners; to ensure that high standards are set and achieved for all programmes.
- To develop a successful portfolio of provision that raises learner aspirations, delivers great outcomes, meeting local and regional employer and community needs.
- To ensure that effective quality assurance arrangements are in place and that improvements in quality for learners, in line with the SBC Quality Strategy, are evident throughout the College.
- To champion the student experience by requiring a highly supportive learning environment, listening to the student voice and taking action against feedback received.

Corporate Resources and Management

- To work with colleagues from across the College Group to set, monitor and report on local budgets and financial performance, ensuring that both spend, and income are positive and in line with budget expectations.
- To be accountable for the achievement of a range of key performance indicators and targets for the College.
- To deliver local curriculum planning such that the College's offer responds to local needs in a timely and financially sustainable way.
- To ensure that the College's offer and delivery models are compliant with funding and contract rules to optimise income and mitigate the risk of clawback of funding.
- Within the SBC and LSBU Group, work collaboratively and in a supportive manner with Group heads of service to ensure that College Group services are fit for purpose for local delivery, whilst ensuring the College operates in line with College Group requirements.



Corporate Resources and Management cont'd

- To lead empathetically and by example such that the SBC culture, underpinned by its mission, vision and values statements, pervades the College to create a positive, innovative and purposeful working environment within a learning organisation.
- To ensure compliance with SBC policies, consulting within the College and recommending policy changes to College Group policies and developing local policies as appropriate.

Impactful External Engagement and Civic Commitment

- To represent the College and nominate representatives to maintain and develop effective links with local authorities, the schools' community, business and industry, employer forums, local politicians, the local community, external academic bodies including higher education and other colleges, the media, professional bodies and appropriate government departments and agencies.
- To make a significant contribution to the key partnerships, including the LEP and groups of which the College is, or should be, an active member.

Safeguarding and Prevent

- To have full ownership of the SBC Safeguarding and Prevent policies by demonstrating good understanding and knowledge of the safeguarding procedures as applicable to the role.
- To embed sound Safeguarding practices throughout the College.
- To take responsibility for ensuring the health and safety of self and others within and associated with the College.

Other Responsibilities

- To be an advocate for SBC and the LSBU Group, promoting the development of inclusive leadership across the College and Group by identifying talent, planning succession routes, and leading by example.
- To ensure that appropriate CPD is available for all staff, supporting them to be effective practitioners.
- To undertake any other tasks and responsibilities appropriate to the level of this post.
- SBC is committed to safeguarding and promoting the welfare of children, young people and adults at risk and expects all colleagues to share and promote this commitment.

The above lists are not intended to be exhaustive, and the post holder will be expected to undertake any duties appropriate for the role of College Principal. Appraisal will be conducted annually by the Executive Principal.

Person specification

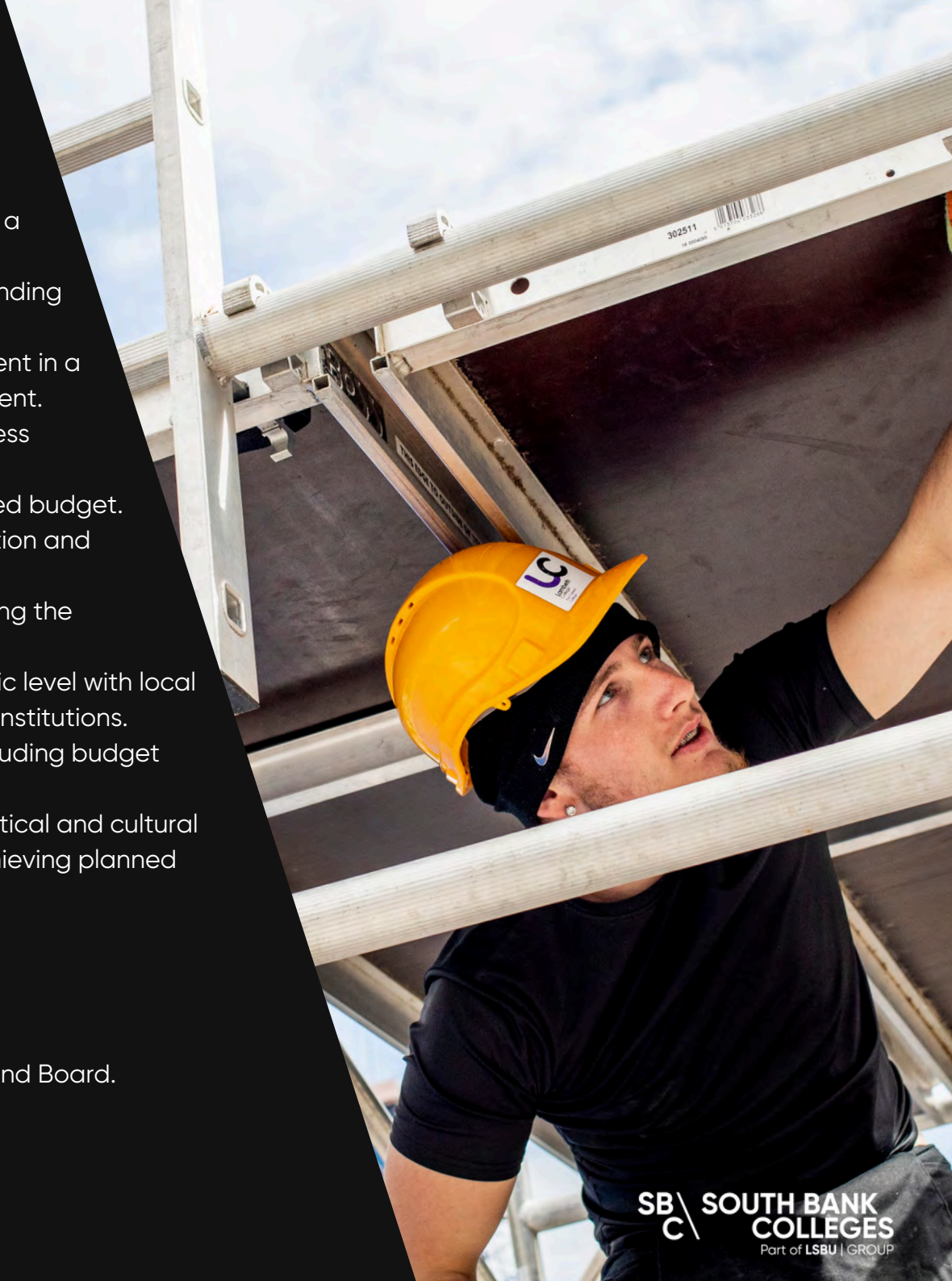
Knowledge and Experience

Essential

- A broad understanding of the policy context for education with a firm grasp of such issues as the 14-19 agenda, apprenticeships, employer engagement, the student learning experience and funding issues.
- Track record of senior level strategic leadership and management in a complex organisation within the FE sector, or a similar environment.
- Understanding of curriculum, performance management, business development and of continuously raising standards.
- Strong financial acumen and the ability to set and deliver agreed budget.
- Awareness of regulatory and inspection frameworks, accreditation and validation establishment and processes.
- Experience of establishing, motivating, developing and managing the performance of effective, multi-disciplinary teams.
- Track record of effective stakeholder engagement at a strategic level with local and regional authorities, employers, businesses and academic institutions.
- Experience of effective budget and resource management, including budget formulation, financial planning and monitoring and control.
- Experience of initiating and managing significant physical, logistical and cultural change with a track record of shaping an organisation and achieving planned outcomes.

Desirable

- Experience of working in a high-performing environment.
- Experience of leading an Ofsted inspection.
- Ofsted inspector.
- Experience of working with and reporting to a Chief Executive and Board.



Abilities

Essential

- Ability to work closely with specialist professionals to see complex projects through to successful delivery.
- First class communication and interpersonal skills with the presence and credibility to influence, persuade and motivate through empathetic leadership.
- Ability to lead and manage staff and secure commitment to and achievement of organisational aims and objectives.
- Strong commercial acumen, able to recognise and seize opportunities, with a demonstrable track record of diversifying and increasing income streams in the public or private sector.

Desirable

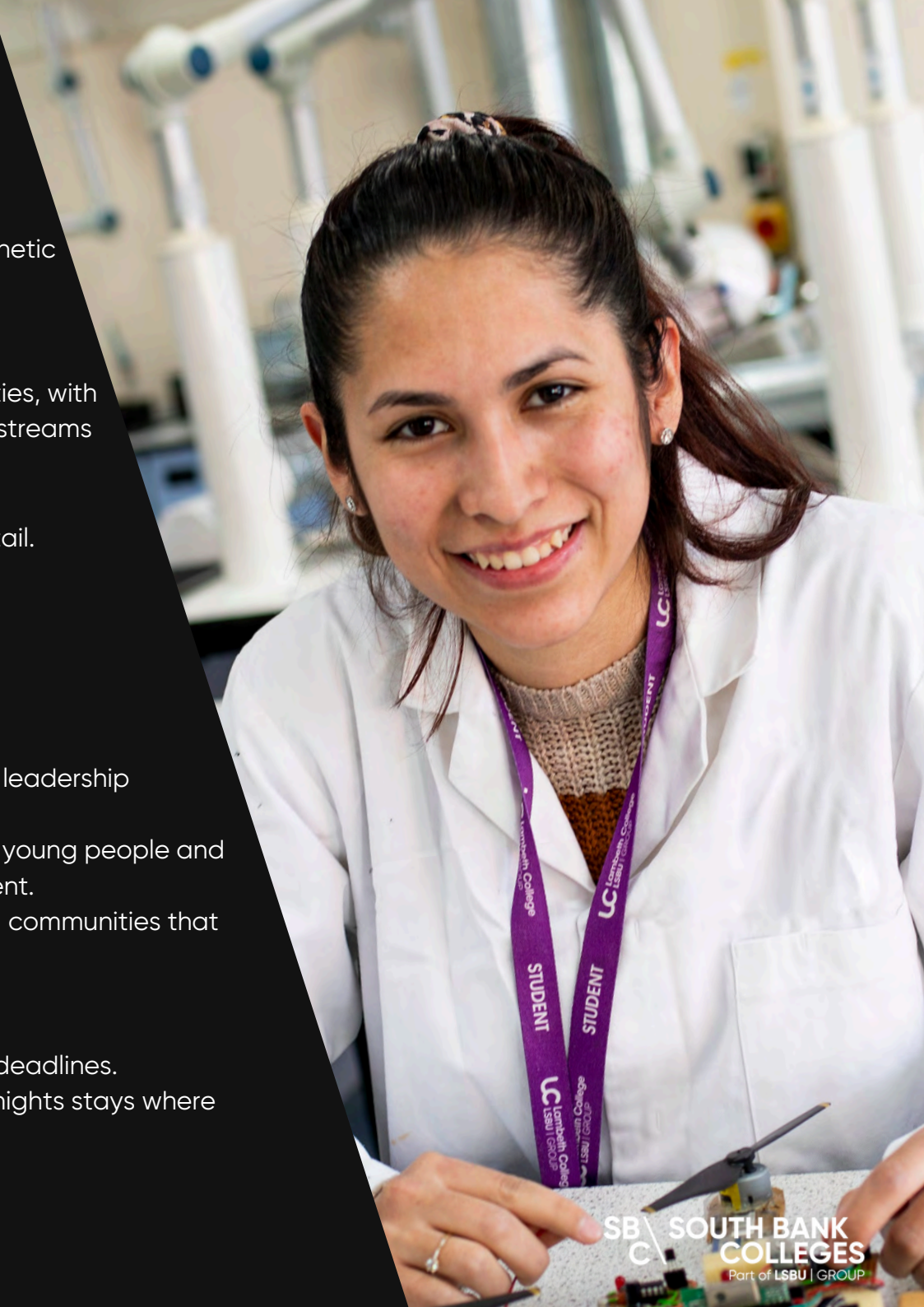
- High level of critical reasoning skills with meticulous attention to detail.

Essential Qualifications

- Degree or equivalent professional/higher education qualification.
- Proof of continuous professional development.

Essential Attributes/Other Requirements

- A commitment to our values, demonstrated through behaviour and leadership attributes.
- Committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all colleagues to share this commitment.
- A commitment to meeting the needs of the learners, employers and communities that the College serves.
- A commitment to quality, excellence and fostering curiosity.
- Drive, resilience and tenacity and a 'can do' attitude.
- Sound judgement, flexible and adaptable, bringing a focus on key deadlines.
- Ability to travel to locations throughout the UK and undertake overnights stays where required.
- Able to obtain a satisfactory DBS clearance.



SBC's Ways of Working

South Bank College expects all staff to work effectively as part of a team or teams, delivering high-quality education and support to staff and students. We expect our staff to have a strong understanding and commitment to addressing the diversity and inclusion agenda as it relates to the education sector and our college community. College staff are expected to conduct their day-to-day business in line with the college's values and behaviours at all times which are based on fairness, respect, equality and inclusion.

Staff are expected to make themselves aware of and adhere to all college policies and procedures.



Key dates and the application process

Closing date: 9am on Tuesday 6 May 2025

Interview dates: Wednesday 21 and Thursday 22 May 2025

We have retained FE Associates to support us in finding an outstanding individual to inspire excellent practice across our organisation. The application process is outlined below.

Initial Discussion and Recorded First-stage Interviews via Teams

- Prior to submitting an application, interested parties are advised to arrange an initial conversation with our FE Associates lead consultant, by emailing Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.
- Once it is agreed for you to proceed with an application, the lead consultant will schedule a first-stage interview via Teams with you which will take place before the closing date and will be recorded. Once this interview has been scheduled, you should submit your application.

Submitting your Application

- Please see the next page for full details on how to complete and submit your application form and E&D form by the closing date and time detailed above.

Shortlisting and Invitation to Attend the Formal Assessment Centre with the College

- After the closing time/date, our lead consultant will send all applications and recorded first-stage discussions to the college for shortlisting. Once the shortlist has been agreed, candidates will be notified by the lead consultant and shortlisted candidates will be invited to the formal assessment centre with the college.



Submitting your application

Once you have obtained the full information from the FEA jobs page (<https://www.fea.co.uk/job/lbttc-prin>), discussed the role with Suzanne Thurlow and scheduled your first-stage interview via Teams, you should email your application to recruitment@fea.co.uk in advance of the closing date and time (see previous page). Applications received after this time will not be considered.

Email Checklist

Please note CVs will not be accepted in place of the application form.

Ensure your email includes only the 2 documents necessary for your application:

1. **An Application Form with all sections completed including:**
 - Any gaps in employment explained in section 6.
 - A supporting statement which does not exceed the equivalent of 2 pages of A4 and is included in section 9 and not as a separate document. In this section, explain how you believe your knowledge, skills and experience match the criteria as stated in the Person Specification for this role.
 - 2 referees – include full postal and email addresses and contact numbers in section 10. References are usually sought after the interview process and we will not contact referees without your prior approval.
 - Ensure you enter your name/e-signature and date in section 11.
 - Save your completed form as a Word document with your name and the job reference i.e. Surname, First Name – Application Form – lbttc-prin.
2. **The Equality and Diversity Monitoring Form**
 - Please click inside each check box that applies to you.
 - Save your completed form as a Word document with your name and the job reference i.e. Surname, First Name – ED – lbttc-prin.

NB: These forms are located with the candidate information pack on the FEA website jobs page for this role.