

# **Director of Teaching, Learning and Quality Improvement**



**CANDIDATE INFORMATION PACK**  
**June 2025**  
[www.fea.co.uk/job/bsc-dtl](http://www.fea.co.uk/job/bsc-dtl)

# Welcome



Dear colleague,

## **Director of Teaching, Learning and Quality Improvement**

This is an exciting time to join the College as we enter a new phase in our journey.

At Barnet and Southgate College, we strive to provide our students with consistently high-quality learning and wider personal development experiences throughout their time with us. We do this in a safe and inclusive environment that promotes and celebrates individual success and high aspirations for all. We recognise that in seeking to deliver this, our staff are our most valuable asset.

We are an ambitious organisation and we recognise that having the right leadership in place is vital to delivering our ambitions.

We are seeking an inspirational leader to drive excellence in quality and pedagogy across our dynamic and diverse college. You'll lead the strategic development of our Learning Excellence Framework and Quality Strategy - championing innovation, inclusion and continuous improvement.

With a strong grasp of Ofsted's Education Inspection Framework and proven experience in leading quality improvement within Further Education or similar sectors, you'll manage a high-performing team and empower staff through evidence-based professional development. Your ability to translate data into action and inspire collaboration will ensure outstanding outcomes for learners.

Successful candidates will have the opportunity to work in an open, collaborative environment underpinned by a culture of transparent, solution-focused leadership. We have an exceptional Board of Governors who have high expectations for the College, are ambitious for its future, and focused on ensuring our students have every opportunity to succeed.

We expect members of our executive team to be proactive, innovative, and inclusive in their approach and to have the ability to skilfully lead their team to deliver excellence. We promote a working environment that is rooted in trust, honesty, fairness and respect with clear lines of responsibility and accountability for all.

Our Senior Leadership and College Management teams are made up of committed, high performing individuals. We have an amazing body of staff across the College who are demonstrably committed to our students and champion their success. Successful candidates will share this commitment, lead with integrity, be committed to their own development and to that of others and have high expectations of themselves.



This is an exciting opportunity for talented individuals to join us on our journey, make a real difference, initiate and execute positive change and through this contribute to ensuring Barnet and Southgate College is an exceptional place to work and learn for all our staff and students.

We have appointed FE Associates to support us with this important appointment. Interested parties are advised to arrange an initial conversation with FEA's lead consultant, [Claire.Gehlig@fea.co.uk](mailto:Claire.Gehlig@fea.co.uk), to discuss this great opportunity ahead of the closing date and prior to submitting an application.

Thank you for your interest in joining Barnet and Southgate College and considering us as the next step and destination in your career.

**Neil Coker**  
**Chief Executive Officer and Principal**



# About Us

At Barnet and Southgate College, we are proud to be a leading further education institution in North London that is deeply committed to changing lives, empowering individuals, and connecting communities. With campuses in Barnet, Southgate, Colindale and Edmonton Green, and a dedicated team of over 600 staff, we support more than 14,000 students each year across a broad spectrum of academic, vocational and professional programmes. With an income of £52 million in 2024/25, we are a leader in vocational education, offering innovative programmes such as T Levels, apprenticeships and specialist training in areas like aviation, healthcare, creative media and digital technologies.

Our work is guided by our 2030 Vision Strategic Plan—a bold and ambitious roadmap that positions us as the region's foremost provider of high-quality learning and skills development. Our six strategic pillars—from delivering a responsive curriculum and impactful teaching to ensuring financial resilience and building purposeful partnerships—reflect our unwavering commitment to innovation, inclusivity and excellence.

What truly defines us though, is our culture. Our guiding principles - being united, innovative, curious, inclusive, transparent, respectful, positive, responsible, measured and proud - shape how we work together and how we serve our students and communities. These values are not just words; they are the foundation of how we lead, collaborate and grow.

As an anchor institution, we play a vital role in regional development. We work closely with employers, industry leaders and community stakeholders to ensure our curriculum evolves with the skills landscape. With a strong focus on sustainability, equality, diversity and the integration of new technologies, we are preparing our learners not just for today's opportunities, but for the challenges and possibilities of tomorrow.





# Our Locations



Welcome to Barnet Campus

## **Colindale Campus**

Our Colindale Campus forms an integral part of a £550 million urban master plan to regenerate the wider Grahame Park area. The campus offers contemporary educational facilities within a flexible purpose-built building.

The facility brings education and training closer to the community and offers a state-of-art learning environment. This includes the Construction Technology Centre for the college's brickwork, carpentry & joinery, gas engineering and plumbing courses. The facility supports skills development and progression through to higher level qualifications.

Our new Green Skills Centre offers access to cutting-edge facilities in line with industry advancements, including heat pump installation and maintenance training.

The campus also includes a training hair salon and beauty salons open to the public to showcase the college's hairdressing , barbering and beauty therapy courses.

Additional community services at Colindale include the London Borough of Barnet Public Library and a community services area for the Barnet Centre for Independent Living (B-CIL). B-CIL is a hub centre to provide support and advice for people with disabilities in areas such as advocacy matters, life skills, computer skills and employment. It is a centre run largely by people with disabilities for people with disabilities.

## **Southgate Campus**

Southgate Campus runs a full range of vocational and skills courses including Sports. The Centre for SEND Learners offers a range of Supported Learning courses combining work-related skills to cater for a wide range of needs, including students with profound and complex learning difficulties and life-limiting conditions.

The campus has undergone an £8m refurbishment project partly funded by the London Economic Action Partnership (LEAP). This has enabled the college to expand its capacity for learning space and digital access for students.

There are new areas for electrical studies and new facilities for Science, Technology, Engineering and Maths (STEM), specifically within a newly refurbished wing and the creation of advanced engineering workshops. Sports facilities have also been refurbished with a new gym, available for use by both students and staff.

## **Barnet Campus**

The Barnet Campus has become a first choice option for those looking for a change to staying on at school to study their A Levels and many other subjects and qualifications.

The state-of-the-art campus opened 14 years ago and successful A Level students have achieved consistently high grades over the years to secure places at a host of universities. Students say their results are down to supportive teaching, independent learning and excellent facilities.

The Barnet Campus is also the home of our Creative Arts, Media, Architecture, Fashion, Childcare and Education, Health and Social Care, Business & Travel, Computing & IT courses.

## **Edmonton Green Community Campus**

EGCC works to improve community cohesion in and around the Edmonton Green area, and is located in the Edmonton Green Shopping Centre.

The campus has opened up a variety of educational opportunities to our students not previously available to them, giving real meaning to the phrase 'Lifelong Learning'. A good deal of the provision is around English as a second language.

## **Our Community**

The two main boroughs that the college serves, Barnet and Enfield, are large and collectively contain over 670,000 people. The local economies are mixed with a focus on small to medium enterprises and micro businesses and a wide range of industrial/business centres.

The college has well developed, excellent educational links with a wide range of partners which has enhanced and enriched the learner experience beyond that provided internally. New for September 2024 will be a state-of-the-art media training hub at the Barnet Campus.

The college is a major employer in both boroughs and is an outstanding contributor to local authority strategies for education, employment and social regeneration.







# Job Description

<b>Job title:</b>	<b>Director of Teaching, Learning and Quality Improvement</b>
<b>Reports to:</b>	<b>Deputy Principal, Quality and Student Experience</b>
<b>Salary:</b>	<b>£70,000 per annum</b>
<b>Primary Location:</b>	<b>This post is based at Southgate, but the postholder will be required to work at other sites.</b>

## Purpose of post

Barnet and Southgate College is seeking an ambitious, inspirational leader who will inspire and drive strategic initiatives that enhance the quality and impact of teaching and improve student progress, achievement and experience. You will need the ability to drive and manage change, encourage innovation and creativity and continually develop outstanding practice.

Reporting to the Deputy Principal, Quality and Student Experience, you will work as part of the college's vibrant senior leadership team and collaborate closely with our strong team of curriculum managers as well as other key business support areas such as Student Services. Your expertise will play a key part in fostering a culture of inclusivity, collaboration, continuous improvement and innovation. With a strong focus on quality assurance and improvement, you will champion the values of equality, diversity and safeguarding.

You will play a leading role in the further development of our Learning Excellence Framework and ensure a rigorous and evidenced-based CPD strategy, which builds on existing good practices and excites teachers in the mastery of their craft, through the utilisation of high-impact, neuro-cognitive teaching and learning strategies.

You will lead on the development and implementation of an over-arching Quality Strategy, ensure effective implementation of the College's annual quality calendar, develop and maintain robust quality assurance systems and hold Directors and managers accountable for the quality of their provisions. You will manage the College's quality team and ensure that they continue to act as role models regarding the 'One College' collaborative approach. You will need to be confident, skilled and experienced in utilising a range of qualitative and quantitative data sources to accurately assess, monitor, support and improve the overall quality of provision, and have the ability to communicate complex data sets simply and effectively.





## Key duties and responsibilities

- Provide inspirational leadership to create outstanding student outcomes and experiences across Barnet and Southgate College.
- Drive, review and refresh the College's Learning Excellence Framework and ensure that it supports the College's 2030 strategic purpose and pillars.
- Foster an inclusive culture that embraces College values and grows talent.
- Develop, nurture and grow partnerships, both internal and external, to share best practice and develop collaborative working, thereby having a positive impact on the student experience and improving the reputation of the College.
- Work closely, supportively, collaboratively and effectively with Campus Directors, the wider SLT and College curriculum managers to drive the quality of provision and student experience.
- To provide operational and strategic leadership to the quality (improvement and assurance) team, line manage specific managers within the team and lead a team of Senior Advanced Teaching Practitioners.
- Establish and maintain an infrastructure that ensures Quality Assurance and Quality Improvement systems are in place, to achieve outstanding student experiences.
- Have the ability and expertise to lead an organisation successfully through external quality assurance inspections, including Ofsted, with a sound understanding and experience of Ofsted's Education Inspection Framework.
- Create a culture of continuous improvement, harnessing the strengths of our talented and committed staff, and so delivering quality standards across all aspects of the College.
- Lead, enable and support staff to make highly effective use of data to inform decision making and drive improvement, across the College.
- Develop and drive the College Learning Excellence Framework, supporting staff to provide high-quality, inspirational teaching, leading to outstanding outcomes.
- Lead the College Group's annual Self-Assessment processes, providing guidance and support for effective implementation and review.
- Drive innovation, inspiring staff to be creative, explore new pedagogy, engage in professional dialogue, and encourage risk taking and experimentation.
- Be aware and fully committed to Barnet and Southgate's strategic purpose, plan, objectives and pillars.
- To report on progress against all related quality KPIs and initiatives to ELT and to the Board of Governors.



## General duties and responsibilities

- To provide a helpful, professional and flexible service to internal or external customers of the department or the College.
- To act in accordance with College values and positively represent Barnet and Southgate College in all aspects of your work.
- To operate in accordance with the College's policies and procedures.
- To act in a safe manner which safeguards the health and safety of yourself and others.
- To be aware of equality and diversity, the needs of customers and learners and demonstrate these principles in all aspects of your work.
- To be familiar with and comply with the College's safeguarding requirements which protect the welfare of children and vulnerable adults.
- To participate in and take responsibility for your own learning and development.
- To provide cover or support for other members of your team and undertake any other duties required by your line manager appropriate to your position within the organisation. This includes attending other Barnet and Southgate College campuses if required.

## Leadership and Management

- Demonstrate and execute leadership behaviours that are consistent with the College's values.
- Effectively communicate the College's vision, strategy and plans to the Quality team to ensure priorities are aligned and achieved.
- Lead the team by setting clear objectives and targets, regularly monitoring progress and supporting individual development.
- Support College change initiatives.

## Equality, Diversity and Inclusion

- As a team coordinator, ensure the organisation effectively fulfils its obligations and commitment to equality, diversity and inclusion through effective leadership and management.
- Carry out appropriate analysis of the equality implications on all Exams policies and procedures.



## Other Duties

- Demonstrate a commitment to promoting and complying with all College policies and procedures with reference to Equality, Diversity and Inclusion, Safeguarding, Prevent, Financial regulations, Quality and Health and Safety.
- Undertake continuing professional development as appropriate. Take a full part in the College staff development programme including the appraisal process.
- Undertake such other duties and responsibilities as may be reasonably required by your line manager with the level and grading of the post, working flexibly across other areas of the department/division and College as required.
- Adhere to general standards of conduct embodied in College policies.

*NOTE: Please be aware that the duties and responsibilities outlined above are not exhaustive, nor are they shown in the order of priority or frequency. They may be varied from time to time after consultation with the postholder. They do not form part of the postholder's contract of employment.*



# Person Specification

The following are all essential for this role:

## Knowledge, Expertise and Qualifications

- Significant management and leadership of curriculum within further education or other education sector establishments.
- Technical/specialist, broad commercial and/or FE sector knowledge and experience.
- Sound understanding and experience of Ofsted's Education Inspection Framework.
- Qualified to degree level, teaching qualification and with a strong record of up-to-date, sector relevant, CPD.

## Impact

- Defines the long-term quality and teaching and learning improvement strategy aligned with the values and culture of the College.
- Drives quality of provision to deliver the long-term vision.
- Accountability, with other Group Directors, for the student experience across the College Group.
- Owns and leads change and improvement projects.
- Anticipates opportunities and challenges and their impacts for the College.
- Leads proactive risk prevention.





## Quality

- Supports College governance and quality, ensuring compliance with regulatory and FE boards and other professional standards institutions.
- Ensures correct levels of technical expertise, processes and resources are available across the College to meet quality requirements.
- Champion of education quality standards outside the College.
- Determines broad metrics for successful delivery of College strategy.

## Responsibility

- Accountable for own performance as well as that of the Quality Team.
- Responsible for effective management of Quality budget.
- Leads large and diverse teams.
- Drive, review and refresh the strategic purpose and direction of the Learning Excellence Framework, in order to drive impact and innovation.

## Relationships and Reputation

- Uses internal and external relationships to develop and deliver against the College's strategic plan.
- Develops shared solutions with business, awarding bodies or regulators.
- Inspires others with the College's long-term vision and strategy.
- Shapes internal and external reputation of the College.

## Vision and Direction

- Helps lead College strategy, creates a culture where safeguarding and equality and diversity thrive.
- Uses professional/business or FE sector knowledge insight and experience to inform judgement and creative thinking.
- Takes pivotal future focused decisions.



# Why Join Us?

At Barnet and Southgate College, our people are at the heart of everything we do. We serve a vibrant and diverse community, and we know that in order to deliver for our learners, we must first create an exceptional employee experience.

This is a pivotal time to join us. The College is on a journey of transformation and growth, and the Director of Teaching, Learning and Quality Improvement will play a central role in realising our ambitions.

In return, we offer a competitive salary, generous pension scheme, and access to continuous professional development opportunities — all within a supportive and inclusive working environment.

**Barnet and Southgate College is committed to safeguarding and promoting the welfare of learners and expects all staff to share this commitment. We welcome applications from all backgrounds and communities.**





# Key Dates and the Recruitment Process



Closing date: **9am on Friday 11 July 2025**

Interview date: **Thursday 17 July 2025**

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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 Teams Interview

Prior to submitting an application, interested parties are advised to arrange an initial conversation with our FE Associates lead consultant, by emailing [Claire.Gehlig@fea.co.uk](mailto:Claire.Gehlig@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.

## Shortlisting and Invitation to Interview

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 a formal interview/selection process with the college.

## Safer Recruitment and Due Diligence Checks

Applicants are advised that, as part of the statutory guidance on Keeping Children Safe in Education, colleges/training providers are advised to make arrangements for an online search as part of due diligence on shortlisted candidates. The searches are aimed to assist in identifying things said or done that may harm the organisation's reputation or make the candidate unsuitable to work with children, young people and vulnerable adults. Where a cause of concern arises from the online search, a risk assessment will determine whether the concern is of such a nature that it is appropriate to exclude a candidate from the process or whether a clarification discussion, before or during an interview, is needed.