

Head of Healthcare & Campus Lead Midland Metropolitan Hospital

CANDIDATE INFORMATION PACK

June 2025

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Lisa Capper MBE
CEO/Principal

Welcome

Dear Candidate

Head of Healthcare & Campus Lead - Midland Metropolitan Hospital

Thank you for taking the time to explore this candidate pack which we have developed to inspire exceptional candidates to apply for the role of Head of Healthcare & Campus Lead - Midland Metropolitan Hospital at the Sandwell Colleges.

The Colleges have flourished over the last few years. We are the largest and one of the most successful in the West Midlands, and have a renowned reputation for delivering high-quality learning, excellent results and progression for our learners, and earned outstanding features in the last Ofsted inspection in 2022. We are proud of our recent track record. The next exciting phase of our development is to respond to the national, regional and local skills priorities and develop our expertise and specialisms.

Inclusion is an important part of work as we serve some of the most disadvantaged communities in England. Our ethos of inclusion and embracing diversity is paramount to our success in enabling all of our students to progress to the next stage of their career and life journey. Diversity is our strength and we are proud to have over 90 languages spoken at our colleges. Our health and well-being and enrichment programmes are second to none, ensuring every learner has access to the guidance they need within a safe and nurturing environment.

Sandwell has a strong ethos and a set of values that put the learner at the heart of all we do and ensuring their preparation for the next stage of their career journey.

With three colleges in Sandwell and Birmingham, and accompanying skills hubs in skills priority sectors, our colleges are well placed to ensure that every student has access to industry standard facilities and expertise, excellent technical and academic teaching and a culture that enables learners to thrive and succeed in all they do. We are committed to inspire every school leaver, apprentice and adult learner to fulfil their ambitions and to be supported to succeed.

As an anchor institution in the areas we serve, we also recognise our duty to play a key role in developing the economic prosperity of the region. Our collaborative work with employers has impact and our plans in meeting skills needs are growing and providing specialism enabling young people and adults to excel in the workplace, or in further and higher education.

We are ambitious for our learners and have a further significant investment programme planned that will deliver more state-of-the-art facilities. These plans have included the launch of a brand new £9m science, technology and advanced engineering centre.

They have also seen the development of hugely innovative partnerships with the NHS and local universities, supported by the Towns Fund, WMCA and College, to create a stand-out learning campus dedicated to training health professionals of the future. The leadership role of Head of Healthcare & Campus Lead is critical to the success of this exciting project. The project represents a new chapter in education, health and opportunity for College staff, students and our NHS partners. We're so very proud to be helping to bring to life the cutting-edge, purpose-built space at the heart of the Midland Metropolitan University Hospital.

Our new 'Health Professionals & Skills Campus' will deliver high-quality, innovative education, building a vital skills pipeline for hospitals, the NHS, and the wider healthcare sector, engaging and reskilling local adults and driving community prosperity through education and opportunity.

As part of the Sandwell Colleges leadership team you would be supported by wider leadership and staff teams who are passionate in their relentless efforts to ensure that no student is left behind, that aspirations are raised and that any barriers to learning are overcome.

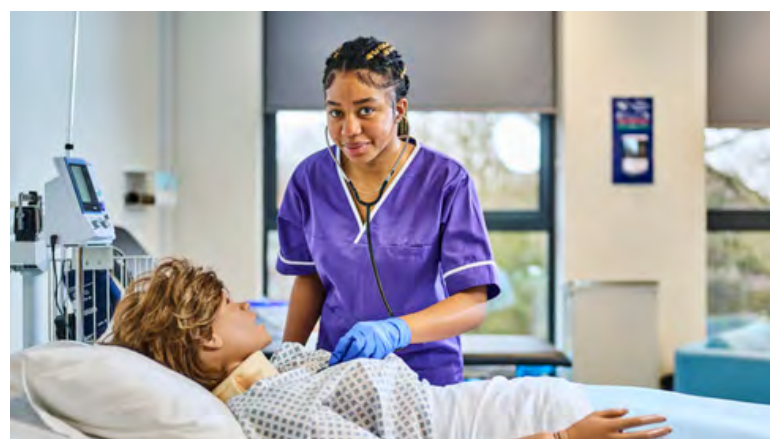
I joined the College in November 2024 and am hugely excited and inspired by the journey ahead. The Colleges are entering a brand-new phase of their development and the role of Head of Healthcare & Campus Lead Midland Metropolitan Hospital presents a rare opportunity to shape and support our next chapter, and deliver on one of our most exciting and innovative projects.

We have engaged FE Associates to support us with the crucial appointment. If you are excited about the prospect of working with me and colleagues in leading the Sandwell Colleges to achieve their next level of success, then please email Claire.Gehlig@fea.co.uk for an initial discussion. We would be delighted to hear from you.

Should you decide to apply, I wish you every success in your application.



Lisa Capper MBE
CEO/Principal



MIDLANDS METROPOLITAN LEARNING CAMPUS

WELCOME TO THE LEARNING CAMPUS



A new chapter in education, health and opportunity – built for Sandwell College staff, students and NHS partners.

We're proud to introduce the Learning Campus, a cutting-edge, purpose-built space at the heart of Midland Metropolitan University Hospital.

More than just a new building, it's a hub for innovation, hands-on learning and professional growth, and you're an essential part of this exciting journey.

Our new 'Health Professionals & Skills Campus' will deliver high-quality, innovative education and training by:

- Building a vital skills pipeline for hospitals, the NHS, and the wider healthcare sector
- Engaging and reskilling local adults
- Driving community prosperity through education and opportunity.

MIDLANDS METROPOLITAN LEARNING CAMPUS

A Purpose-Driven Campus Experience

Created through close partnership with Sandwell and West Birmingham NHS Trust and funded by the Government's Towns Fund and West Midlands Combined Authority, the Learning Campus will support young people and adult learners and local residents.

Located alongside one of the UK's most advanced hospitals, the campus offers industry aligned facilities to deliver outstanding learning and career progression.

Key features include:

- Fully equipped simulation hospital ward
- Practical and interactive learning environments
- Collaboration spaces for cross-institutional working
- Designed for sustainability with net zero targets at its core.

Completing in late 2025, with staff and students moving in early 2026, this will be a permanent home for developing curriculum and expanding opportunities, from apprenticeships to higher education partnerships.

This is a showcase of collaboration and technology, placing you and your students at the forefront of further education innovation.

Have a sneak peak



GROUND FLOOR PLAN



FIRST FLOOR PLAN



SECOND FLOOR PLAN



MIDLANDS METROPOLITAN LEARNING CAMPUS

What this means for you



As part of Sandwell College, you'll be leading a bold new educational offer that:

- Places teaching in a future-focused, professional environment
- Enables collaborative learning with NHS experts and educators
- Supports innovative, industry-aligned curriculum delivery
- Drives our mission to transform lives through education.

You'll help shape health and social care education in ways that engage students deeply and open new pathways, including expanded higher education links and non-clinical routes like leadership and management.

This campus also offers opportunities for staff and partners to influence how the Skills Budget is invested across the region, creating solutions that truly meet local needs.

Campus benefits at a glance:

- Real-world learning preparing students for clinical and community settings
- Progression support for over 1,200 learners annually (including apprenticeships, work placements, supported internships)
- A welcoming space for students, staff, families and the local community
- Environmentally responsible design meeting net zero goals
- A model for partnership between education and healthcare.

MIDLANDS METROPOLITAN LEARNING CAMPUS

Supporting every learner's journey

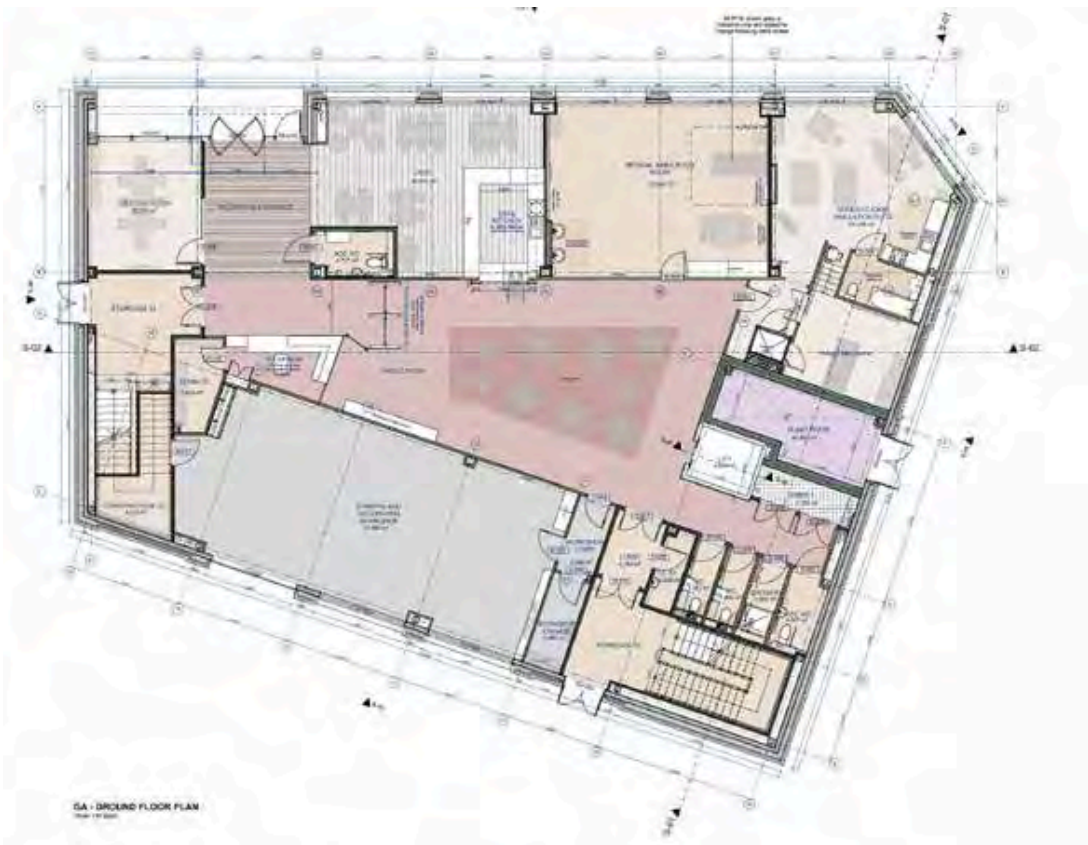
The Learning Campus will primarily support:

- Level 3 Health and Social Care students
- Access to Higher Education learners
- Those aiming for university-level study or healthcare careers.

Alongside this, our new Cradley Heath Skills Campus (opening in 2026) will support:

- Level 1 and Level 2 learners
- Those beginning their journey or returning to education.

Together, the two campuses represent our commitment to inclusive, aspirational education – meeting learners where they are and helping them get to where they want to be.



Job Description

Job title: Head of Healthcare & Campus Lead
Midland Metropolitan Hospital

Reports to: Assistant Principal Curriculum

Salary: £60,000 to £65,000 per annum

Summary of the Post

This exciting new opportunity is instrumental in the College's skills strategy, leading the College's Level 3 and above Healthcare provision in collaboration with Midland Metropolitan Hospital to develop the future care professionals needed for the region.

This role will form part of a wider Healthcare Social Care team, with responsibility for leading the development of the College's T Level offer in Health, developing the College's Access to Higher Education programmes courses in Health, collaborating with Apprenticeship and Employability colleagues to develop pathways to the NHS and developing the College's offer at Level 4 and Level 5 to meet the current and future needs of the NHS.

The Head of Healthcare will lead a team of professional tutors, providing leadership and guidance that ensure the department is providing a responsive, engaging and innovative curriculum that will attract and retain students and support them into the world of work. The role will lead the transition of provision from College sites to the Midland Metropolitan Hospital Campus and establish working relationships with senior leaders within the NHS to deliver on the objectives set. The post provides an exciting opportunity to prepare for senior leadership.

The lists that follow are not intended to be exhaustive and the postholder will be required to undertake any duties commensurate with the role of Head of Healthcare & Campus Lead - Midland Metropolitan Hospital.





This role will actively engage:

1. Students and applications

- Recruitment of young people onto study programmes, including T Levels.
- Recruitment of adults onto employability programmes, Sector Based Work Academy programmes (SWAPs) and the Colleges Access to HE offers for health.
- Collaboration with the Apprenticeship team to develop apprenticeship programmes for health professionals.

2. NHS Trust Partnership & partners

- Lead on the operational partnership with Sandwell and West Birmingham NHS Trust, supporting workforce development initiatives and aligning the College's offer to key priorities within the NHS.
- Working with the Black Country Integrated Healthcare Board and the West Midlands Colleges to collaborate of West Midland region projects in health.

3. DWP

4. Schools

5. Wider College departments

This role is a key link between Sandwell College's Health & Social Care provision, the Midlands Met Learning Campus and the Sandwell and West Birmingham NHS Trust. The postholder will be responsible for the day-to-day operational management of the College's provision at the campus, further developing the strong partnership with the Trust, supporting workforce development initiatives, and leading the curriculum development and delivery of Level 3 Health and Social Care courses.

The primary location for this role will be the Midlands Met Learning Campus in Smethwick. While the campus is projected to be operational from January 2026, the successful candidate's contributions will begin immediately, with active involvement in the planning and preparation phase leading up to the opening and continuing thereafter.



Key Duties

- Provide leadership and development of a relevant, responsive and engaging curriculum offer linked to the College's skills strategy that will see the College grow its offer in the health sector, providing a curriculum that prepares our learners for careers in health.
- Working with senior colleagues to design and develop an appropriate curriculum offer continually improving and evaluating its impact.
- Operationally lead on the relationship with Midland Metropolitan Hospital and Sandwell and West Birmingham NHS Trust, forming a collaborative working relationship that will support the design and implementation of curriculum, the promotion of the partnership, the development and delivery of work experience and T Level placements, professional development of staff and the progression of learners into roles within the healthcare sector.
- Manage the daily operations of Sandwell College's designated provision at the Midlands Met Learning Campus, ensuring a safe, efficient and effective learning environment for students and staff.
- Overseeing the allocation and effective utilisation of resources including but not limited to classrooms, equipment and learning materials.
- Represent Sandwell College at a range of stakeholder meetings and events with the Trust and other external partners including West Midland Colleges and the Black Country Integrated Healthcare board.
- Contribute to the development and implementation of workforce development strategies in collaboration with the Trust.
- Lead the development, delivery and ongoing evaluation of Level 3 Health and Social Care courses; ensuring that the curriculum remains innovative, current and responsive to the needs of learners, employers and awarding bodies, by monitoring effectiveness, implementing quality improvements and industry best practices and curriculum developments in the Health and Social Care sector.
- Monitoring the effectiveness of curriculum operations, implementing quality improvement and development, and industry standards and best practice in the Health and Social Care sector.



- Lead, manage and support the teaching team, providing guidance, mentoring and professional development opportunities to foster a positive and high-performing work environment.
- Monitor student progress and achievement, implementing interventions and support strategies to maximise learner success.
- Lead on internal and external meetings and activities including but not limited to:
 - Departmental and Planning meetings
 - College performance reviews
 - Departmental curriculum/business planning
 - Employer and stakeholder meetings
 - Student voice activities.
- Manage budgets and resources effectively.
- In conjunction with other College Managers, organise and participate in the learner recruitment process, the induction of learners and ensure there is effective support for learners on programmes.
- Undertake appropriate in-service training when required to do so.
- Demonstrate a commitment to the safeguarding of young people and vulnerable adults; support fully at all times the College's aims and objectives.
- Ensure compliance with corporate standards and policies.

Standard Clause

- To comply with the College's policies and procedures.
- To comply with Sandwell College's safety policy and other safety procedures and guidelines are deemed part of the job description. Employees must look after their own Health & Safety and welfare and be mindful of other persons who may be affected by their acts.

Person Specification

Essential Qualifications

- A degree or equivalent professional qualification in a Health and Social Care related field.
- Certification in Education or Level 5 Teaching or Management qualification.

Essential Experience

- Teaching experience with demonstratable impact.
- Experience of working in partnership with healthcare providers or other external organisations.
- Experience of curriculum development and quality assurance.
- Experience of managing and leading staff.
- Proven experience in employer and stakeholder engagement.

Essential Skills/Abilities

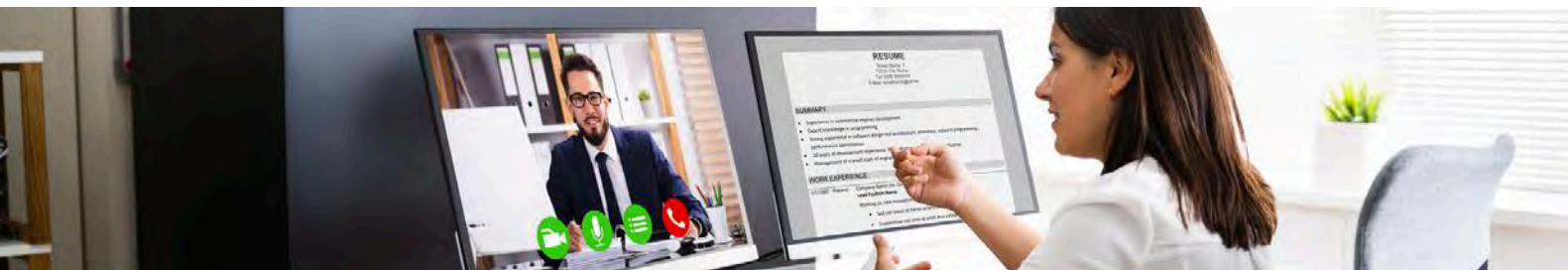
- Inspirational people management and leadership skills.
- Excellent communication and interpersonal skills.
- Strong organisational and time management skills.
- Ability to analyse data and use it to inform decision-making.
- Ability to work collaboratively and build effective relationships with a range of stakeholders.
- Commitment to the safeguarding of young people and vulnerable adults.
- An ability to represent the Campus at a senior level both internally and externally, influencing outcomes and building confidence and credibility.

Special Requirements

- Knowledge and understanding of the Further Education sector essential.
- Knowledge of current developments and challenges in the health and care sectors desirable.
- Understanding of the local health and social care landscape desirable.



Key Dates and the Application Process



Closing date: **9am on Tuesday 1 July 2025**

Interviews will be held on: **Thursday 10 or Friday 11 July 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 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, 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.



The Sandwell Colleges