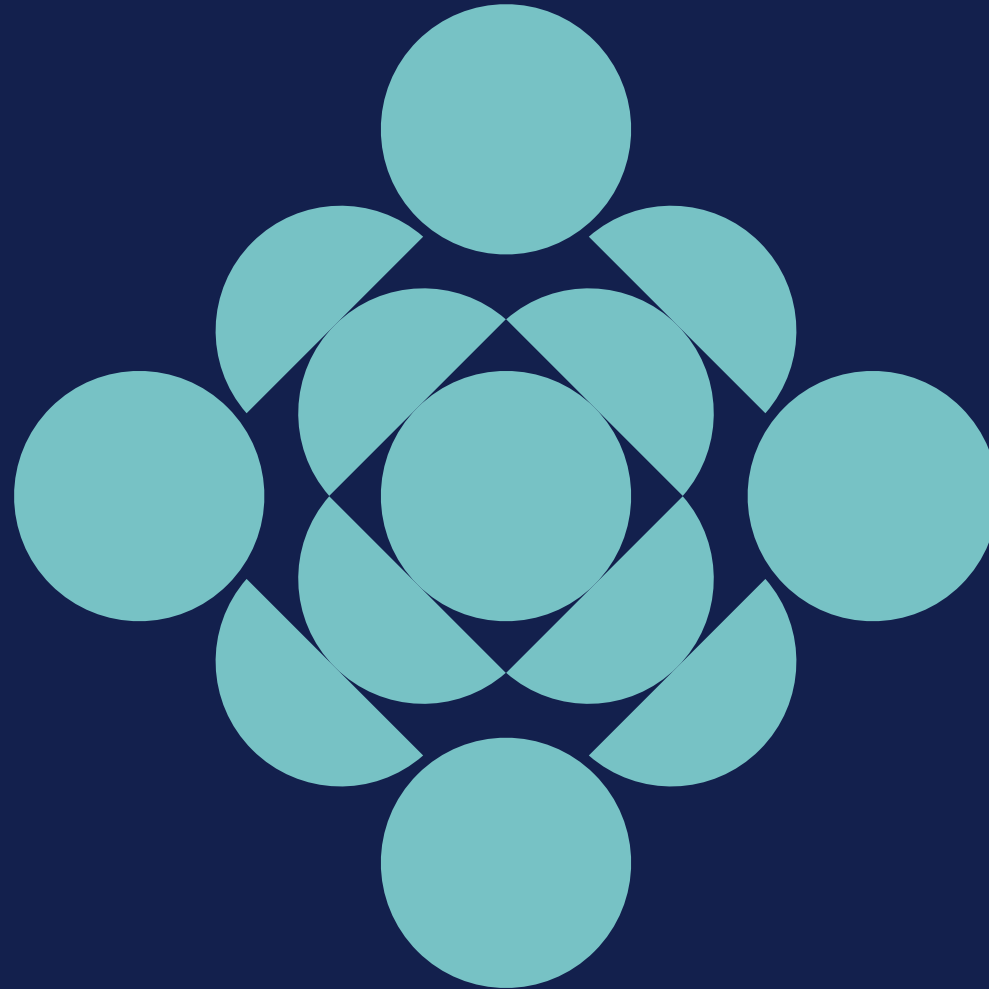


Interim Leadership and Management Solutions



Unique offering

FE Associates provides interim leadership and management support across all areas of college and training provider operations, including education and training and corporate services leadership.

We offer high-quality and flexible interim solutions for short and long-term placements in middle and senior management roles. We support our clients to address fundamental challenges, providing additional capacity and support for hard-to-fill vacancies whilst permanent recruitment is taking place. All of our employed and associate consultants share your commitment to high-quality learning and training and excellent service delivery.

Our service offering is unique in that we have a well-established, employed consultant base complemented by an extensive network of associates that can respond quickly to meet your needs.

Our expert interim leaders and managers are able to hit the ground running and immediately impact your organisation while adding significant value.

Choosing one of our professional interims will provide organisational leaders with the capacity, flexibility and time to ensure that priorities are successfully delivered without compromising quality.

We place senior and middle-level interims
across all aspects of college and provider operations.



**Director of Finance/
Chief Finance Officer**



**Principal/ Chief
Executive**



**Deputy/
Vice Principal**



**Exams
Manager**



**Director of
Apprenticeships/Business
Development Director**



MIS Manager



**Assistant
Principal**



**Directors of
Curriculum**



**Human Resources
Director**



**Director of
Governance**



**Director of
Estates**



**Marketing Director/
Manager**



**Director of Quality and
Teaching and Learning**



Heads of Department



IT Director



**Director of Student
Services**

2025

80

4777

32

→ In 2025 we completed

→ Placements and provided

→ Days of interim support to

→ Further Education Colleges
and Training Providers

Our key people

Matt Atkinson

Managing Director and Strategic Advisor

Matt is a highly experienced former college Principal and CEO and a current Chair of Governors. In his role at FE Associates, he oversees our strategic relationships with clients, ensuring our services are designed to meet the needs of the organisations we serve.

Matt works extensively with leadership teams and boards on a range of challenging situations and ensures that everything we do is aimed at providing excellent service and value for money.



Contact our Managing Director,
Matt Atkinson:

→ Email: Matt.Atkinson@fea.co.uk

→ Direct: 07506 677745

Judith Richardson

Operations Director

Judith has over fifteen years of experience in the interim FE market, having placed hundreds of candidates into successful roles. She has built and nurtured relationships, leveraging her expertise and passion for matching the right candidate for each interim placement.

Judith will lead the supply of temporary/interim staff, ensuring effective liaison with both clients and candidates throughout the process.



Contact our Operations Director,
Judith Richardson

→ Email: Judith.Richardson@fea.co.uk

→ Direct: 07500 798548

Testimonials



"I would personally like to thank you Karen for your contribution in the role of Interim Director of Employer Services whilst at Education Training Collective. Your collaborative approach, delivered at pace, positively impacting stakeholder engagement and cross-group communication. A number of staff, at all levels, including myself, well, mostly myself, benefitting from your knowledge and experience. It has been a pleasure to work with you."

Christine Wiley
Group Head of Apprenticeships
The Education Training Collective



"Chris has been instrumental in driving a flourishing partnership between Roehampton and CCCG, taking the lead on a multitude of strands of activities, facilitating collaboration between a diverse range of colleagues in both organisations, and also in creating a framework that has driven innovation."

Liam Hurley
Director of Strategy & External Relations
University of Roehampton



"Indy has a skill set that I don't come across very often. He is incredibly personable with a great sense of humour, he has an excellent range of abilities in using data, often creating his own to evidence changes as well as strong people skills with the aim that learners have a really positive experience. He has been working at the college since September 2022, managing its biggest vocational curriculum area and has moved it into a really good place."

You can trust him to manage challenging situations and find ways to resolve complex issues. He has been involved in moving his area to a brand- new college building mid-year whilst ensuring retention and achievement are on track and ensuring that the curriculum is fully functioning. He is well thought of in the college, with colleagues often seeking his advice and support. I am pleased he will be with us again next year."

Helen Drewery
Director Career Pathways
South Bank Colleges



"Once again, thank you to FE Associates for sourcing another high-quality interim manager. Richard joined us to review our Apprenticeship and wider employer-responsive curriculum and the quality of our offer. He was given a very clear and challenging brief with a tight turnaround time to deliver. He fully understood the role, had experience and knowledge aligned to it, embraced the challenge, and rapidly gained the trust and respect of colleagues across different departments to deliver over and above what was expected."

His background and knowledge were perfectly matched, regular updates were insightful and allowed for shared agreement on the next steps and he gave honest, informed, and constructive suggestions for continual improvement.

We have now decided to model a permanent role based on the work that Richard did with us, and he has left us with a very clear plan for the next phase of this work."

Neil Coker
Principal & Assistant Chief Executive
Barnet & Southgate College



Testimonials



"Indy stepped into his role as Head of Engineering and Motor Vehicle with enthusiasm and a clear focus on improvement. From the outset, he took the time to understand the key challenges within both departments, identifying areas that needed attention and began to implement positive changes. His ability to balance immediate priorities while considering long-term development has been evident in his approach.

Indy has strengthened staffing, timetabling, and curriculum delivery in his first few weeks, bringing greater structure and efficiency to both departments. His focus on reviewing existing processes and making necessary adjustments has helped create a more organised and supportive environment for staff and students.

Indy is widely recognised for his approachable and people-focused leadership style. He fosters a collaborative atmosphere, ensuring staff feel heard and supported while working within the college's policies and expectations. His positive energy and practical approach to problem-solving have made a strong impact in a short space of time.

Whether working with students, supporting staff, or engaging with senior leadership, Indy demonstrates a thoughtful and professional approach. His ability to adapt to different situations and provide steady guidance has already helped strengthen the departments he oversees.

Indy's commitment to the role, along with his focus on both the day-to-day running of the departments and their long-term development, has made a meaningful contribution to the college. His leadership continues to be a valuable asset to the team."

Javid Ahmed
Vice Principal
Bedford College



"I had the absolute honour of working alongside Michelle for an academic year. Appointed as an interim HOS, her knowledge and skills of FE and brilliant management style led to noted improvements across the areas she was looking after.

Michelle was dedicated and committed to the College in ways you would hope to experience from permanent staff members. She very quickly got under the skin of issues and made swift changes to address these. Notably, brilliant strategies to address attendance concerns saw a 3% improvement and the college group adopted the same strategies across the group.

Academic year results have also shown improvements under her leadership. Michelle is incredible to work with. Both professional and personable. She is a highly valuable asset to teams and organisations, and I highly recommend her; it was a joy to work with her."

Jo Withers
Chief of Business Strategy
HRUC



Testimonials



"Nigel joined the campus in August to initially provide some management resilience as we needed to implement change at pace to improve the quality of teaching & learning under a leadership team.

His immediate impact was seen as Nigel met the challenge head-on to bring in new members of staff as well as develop established staff members to become experts in their pedagogical practices. He helped establish a cultural shift, building new processes and new ways of working, all to benefit our students. He was able to quickly build positive relationships with all key stakeholders and helped raise aspirations with the campus, which is now projecting significantly higher achievements, having much higher levels of student satisfaction and greater links to employers. Nigel has shown himself to be an inspirational leader and we wish him every success in the future."

Principal
Martin Silverwood
Coulson Sixth Form College



"Karen joined us as Interim Head of Apprenticeships whilst we recruited to the position. She hit the ground running and has done a fantastic job for us over the past four months.

Not only is Karen's knowledge of 'all-things apprenticeships' phenomenal, she has quickly implemented new ways of working to improve performance and motivate the team to achieve set goals.

We will really miss her - in such a short time, she has become part of The Bedford College Group family. I would highly recommend Karen to others."

Sarah Baxter
Executive Director of Strategy
& External Affairs
The Bedford College Group



"When Dereck joined us at the college, there were challenges in the school of Construction. The team had been through a lot, and morale was low. From day one, he brought a calm, steady presence that really helped settle everyone down. He listened, supported the team, and brought a sense of direction that was really needed. His leadership made a huge difference, not just in how the team worked, but also with how the team felt.

We're grateful for everything Dereck has done. He's helped us turn a corner, and we're in a much better place because of it."

John Duffy
Assistant Principal
Solihull College & University Centre



Get in touch today to discuss your interim
leadership requirements:

→ Judith.Richardson@fea.co.uk

