

Lead Consultant:

Matt Atkinson, Managing Director

The Organisation

HCUC (Harrow College and Uxbridge College) is one of London's leading, multi-site colleges and includes the West London IoT. As a highly successful college group with a turnover of circa £50m, an Ofsted judgement of 'Good' with 'Outstanding' Quality of Education, a financial health rating of 'Outstanding' and the West London Institute of Technology, the college's strategy is focused on high performance, excellent education and expertly meeting the needs of the communities of West London.

HCUC was formed in 2018 through the merger of Harrow and Uxbridge colleges and when the Corporation commissioned FE Associates, the college was in advanced merger discussions with Richmond upon Thames College.

The Brief

HCUC has benefitted from very stable leadership over a significant time period. The outgoing CEO, Dr Darrell DeSouza, had worked at Uxbridge College since 2002 and during this time, held the posts of Director of Curriculum, Vice Principal and CEO/Group Principal. Given the position of the Group, the strengths in quality and finance, the planned merger and the strategic challenges facing the college sector, the Corporation were clear about the need to secure high-calibre candidates who could not only maintain the position of the Group but also develop a clear strategy for future success.

FE Associates were engaged to provide our Full Service package to lead the search, attraction and selection process for the Group.

The Selection Process

FE Associates worked with the Corporation to design a selection process that would assess the skills, competencies and behaviours of shortlisted candidates from a range of perspectives. On day 1, shortlisted candidates met with the governor selection panel, their independent advisor and the lead consultant from FE Associates where they delivered a strategic presentation and took part in an initial interview. Governors then determined which candidates they wished to take forward to day 2 of the process. On day 2 candidates were interviewed by external stakeholders, took part in a student-led interview, delivered a presentation to staff and completed a written technical exercise. This was then followed by a final interview with the governor panel.

The Outcome

Keith Smith, Director of Further Education Strategy with the Department for Education, was successful and took up the role of CEO of HCUC in October 2022.



Chief Executive Officer *Competitive salary*

At HCUC, we create choice, opportunities and success, and our top priority is the future of our learners. We are a highly regarded and significant provider of education, training and skills in London and our quality of education and financial health are outstanding.

We are now seeking a new CEO to succeed our excellent Group Principal and CEO, Dr Darrell DeSouza. We are looking for a highly successful and experienced sector leader to take us into the next phase of our journey which will include merger with Richmond upon Thames College to create a larger group with an income of circa £70m.

We have appointed FE Associates to support us with this crucial appointment. Prior to submitting an application, interested parties are advised to arrange an initial conversation with our lead consultant, by emailing Matt.Atkinson@fea.co.uk, to discuss the role before the closing date.

Closing date:
9am Tuesday 31 May 2022

Interview date:
Monday 13 and Tuesday 14 June 2022

For more information visit
www.fea.co.uk/hcuc-ceo/



The Candidate Base

Prior to receiving applications and developing a longlist of candidates, all individuals interested in the role were given the opportunity to meet informally with the Chair of Governors and FEA's lead consultant. Following an intensive process of search activity, the Corporation were presented with a longlist of six candidates to consider. The candidate base was made up of serving college Principals and CEOs, a Deputy Principal from a large college group, a Chief Finance Officer and a senior civil servant with a background in further education strategy and policy. All longlisted candidates were given the opportunity to meet informally with the Chair of Governors and the lead consultant from FE Associates.