



# EXECUTIVE RECRUITMENT CASE STUDY

## Dudley College of Technology Chair of the Corporation

### The Organisation

Dudley College of Technology is one of the most successful further education colleges in the UK, providing a wide range of education and training programmes locally, nationally and internationally. The College are proud of the significant capital investments they have made, their employer partnerships, the successful opening of the Black Country and Marches Institute of Technology in 2021, and their well-established partnerships that place learners at the heart of everything they do. As an Ofsted Outstanding College, with a £46m turnover and plans to grow, the opportunity to become the next Chair was well received in the marketplace.

### The Brief

The current Chair was approaching the end of their term of office and was committed to working with a successor to support them into the role. The governing body had determined to look externally for their next Chair. The search committee were specifically looking for someone who was accessible, ideally locally connected with an understanding of the local/regional issues (and in particular the complexity of the stakeholder arena in the West Midlands), with an empathy of the College's values and ethos and with an ability to lead, support and challenge the strategic direction of the College.

### The Candidate Base

The initial search process focused on a wide range of sectors leading to around 30 connections and initial discussions which led to four applications being received. Given the calibre of applicants, all four were invited to participate in the formal stage of the appointment process with the appointed search committee.

### The Selection Process

As a voluntary unremunerated position, the College were supportive of a process that nurtured the interest of prospective candidates whilst considering their expertise, capacity, governance experience and motivation for the position. The lead consultant ensured those interested had a good understanding of the College's position, strategically, financially and reputationally, along with clarity on the commitment needed in the role. Informal meetings with the Principal and Director of Governance were held prior to formal interviews and included a tour of their learning community in the centre of Dudley. The process concluded with a professional discussion with each of the four applicants that led to a successor for the current Chair being identified.

### The Outcome

Professor Paul Noon, Pro-Vice Chancellor for Coventry University will take up the position of Chair of the Corporation in 2023.

### Lead Consultant:

Suzanne Thurlow, Senior Recruitment Consultant

**Chair of the Corporation**  
*An unremunerated and voluntary role*

**Dudley College of Technology**  
*We are Outstanding  
We are Dudley*

Dudley College of Technology is one of the most successful further education colleges in the UK, providing a wide range of education and training programmes locally, nationally and internationally. With ongoing significant capital investment, the successful opening of the Black Country and Marches Institute of Technology in 2021, and with established local and regional partnerships that place learners at the heart of everything we do, there is much to be excited about at Dudley College of Technology.

We are seeking a new Chair to provide leadership that ensures the Board delivers highly effective governance for the College, as well as offering appropriate challenge and support to the Senior Executive Team. Whilst experience of the education sector is not essential, you will be highly motivated and passionate about technical learning and further education.

**For more information visit**  
[www.fea.co.uk/dc-chair/](http://www.fea.co.uk/dc-chair/)

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 [Suzanne.Thurlow@fea.co.uk](mailto:Suzanne.Thurlow@fea.co.uk), to discuss the role before the closing date.

**Closing date: 9am on Tuesday 1 November 2022**  
**Interview date: Thursday 24 November 2022**