

Executive Search and Recruitment Services

F E A

F E A S S O C I A T E S



1 About FEA

Our dedicated permanent executive search and recruitment services division will ensure our approach matches your needs and expectations and that the candidates we present have a solid understanding of the organisation's priorities.

FE Associates is the UK's most progressive further education and skills specialist, dedicated to offering expert insight, collaboration and guidance from an unrivalled network of sector-leading experts. FE Associates offer over 19 years of specialist sector intelligence, spanning the entire breadth of further education and skills.

Through our exceptionally well-networked recruitment and management consultancy practices, we understand the challenges and issues further education and skills providers face throughout the UK. Our executive search and recruitment practitioners have a deep insight into the skills required to make a difference and to drive colleges and providers forward.

Our permanent executive search and recruitment services division focuses solely on the further education and skills sector. Our people are in colleges and providers daily, so our contacts and networks are stronger than those of our competitor organisations.

We aim to be your trusted business partner, focusing on adding value throughout the process. We wish to support and deliver the search and recruitment process with a fully tailored service, backed up by real and current sector expertise, with an eye to ensuring value for money and successful outcomes.



2 Our Purpose, People and Principles

Our purpose, people and principles make us stand out and set us apart from others in the senior FE recruitment space.

Our purpose is simple – we build outstanding leadership teams by attracting great talent, caring for candidates and delivering great results for our clients.

Our people are what sets us apart – we are not just recruiters. Yes, we are experts in recruitment, but we are so much more than this. We are experts with senior college leadership experience, we have experience as governors, we are experts in FE strategy and policy, our team has senior-level HR expertise and we have a deep insight into what the sector faces today.

Our approach to working with you is based on our core principles:

Partnership – when we recruit for you, we are your partners, trusted advisors and confidants. We have your reputation in our hands and we take that responsibility extremely seriously.

Understanding – we seek to build an in-depth understanding of the challenges and opportunities your organisation is facing and build a deep understanding of your culture, values and aspirations.

Fun – we work with a sense of fun. We seriously enjoy what we do and our enthusiasm and passion for the sector shines through on every assignment we handle.

Challenge – we believe that part of our role is constantly challenging ourselves to deliver the best possible results for our clients. We also believe that our knowledge of the sector and the candidate market enables us to challenge our clients occasionally.

Care – at the core of everything we do is care and empathy. We have a dual responsibility to you as clients but also to candidates. Through our people-centred approach, we build enduring relationships with clients and candidates and judge our success by the ongoing relationships we maintain.

3 Meet the Team

Our Key People - we have the most talented search and recruitment team in the FE sector today. Leading the team is our Director of Recruitment Jo Johnston, supported by our senior consultants Amanda Hart and Suzanne Thurlow and their Personal Assistant Beth Jefferies who also supports Alison Edwards, our Recruitment Operations Manager and Rachael Collier, our Recruitment Operations Officer. Strategic advice is provided to the team by our Managing Director Matt Atkinson.

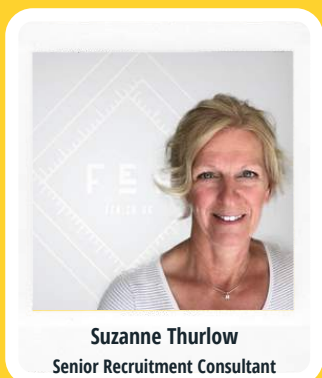
Together, we make a great team and share the same level of commitment and passion for our work with clients and candidates. As experts in the further education and skills sector, our key personnel have an unrivalled network of contacts across colleges and training providers. This, coupled with the balance and breadth of experience, skills and strengths that the team possess, is what sets us apart and makes us successful.



Jo has an extensive background in search and recruitment. As the former Managing Director of AoC Create, she is one of the sector's best-known search and recruitment consultants and her skills, experience and contact book are real strengths to our recruitment team.

As well as leading the team, Jo provides expert search and headhunting support to our clients, designing and delivering assessment centres and selection events to secure the best talent on offer.

Jo is highly focused on representing the college with absolute professionalism and providing exceptionally high levels of support to clients and candidates.



Suzanne is a professional HR expert with over 25 years' senior leadership experience in further education in positions as HR Director, Assistant Principal and, more recently, as Vice Principal. As a senior HR strategist, Suzanne has successfully led on all aspects of HR and organisation development whilst supporting leaders to transition into their roles and develop their people skills to enable them to effectively support, motivate and inspire others.

Suzanne has led on a number of search and recruitment campaigns for senior leaders and governors, and consistently provides excellent levels of support and outstanding communication for both clients and candidates.

FEA's Executive Search and Recruitment Team are the only sector recruitment practice whose Senior Recruitment Consultants include highly experienced senior HR experts from the FE sector.



Amanda Hart
Senior Recruitment Consultant

Amanda was previously Group Director of HR at the largest college group in the sector and also led HR teams in the independent training provider arena. Her strengths lie in her ability to build relationships and to quickly gain an insight into the needs of the organisation. Her ability to work with candidates, building their confidence whilst rigorously assessing their skills and abilities, are second to none.

As a senior HR expert, Amanda will ensure that your selection processes are designed and delivered to ensure success.



Alison Edwards
Recruitment Operations Manager



Rachael Collier
Recruitment Operations Officer



Beth Jefferies
PA to the Consultants

Alison manages and coordinates our permanent recruitment activities, delivering expert operational management across our processes. Together, Alison and Rachael will coordinate the campaign including advertising, website development, applicant tracking and processing and where we support clients with assessment centres, she will take care of all scheduling, process design and document production. Beth provides a high-level of support to our consultants.



Matt Atkinson
Managing Director & Strategic Advisor

FE Associates' Managing Director Matt Atkinson provides strategic oversight of our executive recruitment services and supports our assignments with his expert knowledge of the candidate marketplace. Since 2016, Matt has led over 175 senior sector appointments, utilising the expertise and networks he built and maintained throughout an 11-year career as a college principal and chief executive.

He has extensive experience as a governor and trustee and is currently the Chair of South Gloucestershire and Stroud College Corporation. He views things through the eyes of the client and his personal experience and professional credibility are a significant strength to senior appointment processes.

4 Our Experience

Each year we handle a large number of senior appointments covering all aspects of college and provider leadership positions.

Principal/CEO

Principal

Salary: £105k- £120k p.a.

Once in a lifetime opportunity!

At WM College, we are passionate about ensuring adults from all backgrounds have access to education with high-quality teaching and support from our expert tutors and advisors. Our mission is to provide diverse, enriching and enjoyable lifelong learning, including skills for work, in a supportive environment for adults in Camden and the local area.

We want to appoint a Principal to provide outstanding leadership that encourages and supports all of our learners to develop and achieve their personal goals. You will be an outstanding senior leader who will inspire the college community to celebrate and build upon its proud heritage and history and create its new future.

We have appointed FE Associates to support us with this appointment. If you are interested in the role, please contact Apinder.Sidhu@fea.co.uk to discuss your application before the closing date.

Closing date: 9am on Tues 11 April 2023
Interview dates: Weds 26 and Thurs 27 April 2023

INSPIRING LEARNING For more information visit: www.fea.co.uk/wmc-prin/



We exist to create the extraordinary.

Principal and Chief Executive Officer

Nelson and Colne College Group has a national reputation for educational success and is seen within the Further Education sector as a beacon of excellence for teaching and learning. The appointment of a new Principal and Chief Executive Officer provides an opportunity for a unique senior leader to spearhead one of the best performing FE College Groups in the country. This is an excellent College Group, with a talented senior team and a high-performing Board.

The new Principal and Chief Executive Officer will be an authentic, charismatic and innovative leader who is able to think creatively. With an inspirational and dynamic approach, you will have the ability to maintain the college's excellence whilst leading the way to develop a truly responsive provision that meets the needs of students, employers and the wider communities served by the College Group. Alongside having a track record of delivering growth in student numbers, you will have a passion for creating a truly inclusive people culture for both staff and learners.

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 recruitment partner, by emailing Suzanne.Thurlow@fea.co.uk to discuss the role before the closing date.

For more information visit www.fea.co.uk/nccg-peco/



Chief Executive Officer

Competitive salary and benefits

Following the announcement of the retirement of our current CEO, The Bedford College Group is seeking a new CEO (starting on 1 January 2024) to lead us successfully into the future. This is a major sector appointment as the Group is one of England's largest further education colleges. The new CEO will need to bring their impeccable professional standing and experience to deliver our strategic priorities.

Located at the southern part of the Oxford-Cambridge Arc, the Group's ambition is to be both a regional and national FE leader taking advantage of the substantial local growth opportunities available. In doing so, the Group will not only emphasise excellence in everything it does but remain a values-driven institution supporting its local communities and employers and with a strong commitment to quality, diversity and inclusion.

We have appointed FE Associates to support us with this crucial appointment. Prior to submitting an application, interested parties are advised to contact Jo.Johnston@fea.co.uk to discuss the role before the closing date.

Closing date: 9am Thursday 9 March 2023
Interview dates: Monday 27 and Tuesday 28 March 2023

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



Deputy/Vice Principal

Vice Principal

Young People & High Needs

Salary: £85k - £90k

Own Your Future

Croydon College provides a broad range of courses and training programs to meet the needs of learners of all ages and abilities, from entry-level qualifications to degree-level study. The College has developed strong relationships with employers, community groups and other stakeholders to ensure that its provision is responsive to local needs and priorities.

Reporting to the Principal/CEO, this new role will play a critical part in shaping the education and support for young people with high needs, ensuring that they receive the best possible experience and outcomes. You will have a successful track record of leadership in further education with a specific focus on SEND. Along with being teacher qualified, you will bring your proven abilities of working with autonomy and influence, and you will be adept at developing relationships with both internal and external stakeholders.

We have engaged FE Associates to help us with this important role. Interested parties are advised to contact our lead consultant, Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.

Closing date: 9am Wednesday 7 June 2023
Interview date: Friday 16 June 2023

For more information visit www.fea.co.uk/croydon-vp/



Deputy Principal

(Deputy Chief Executive) Curriculum & Quality

Competitive Salary

Where everyone matters and a successful future begins

Excellence is what makes York College stand out and we are now seeking a new Deputy Principal to provide strategic and impact-focused leadership across curriculum, quality and the student experience. Our values are centred around **Ambition, Care, Respect and Success** and our new Deputy will drive a programme of development and improvement that inspires staff and students to excel.

We have appointed FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to contact Amanda.Hart@fea.co.uk to discuss the role before the closing date.

We aim to improve the diversity of our workforce and welcome applications from individuals from black and other minority ethnic groups.

For more information visit www.fea.co.uk/ycuc-deputy/

Closing date: 9am Thursday 9 March 2023
Interview date: Monday 20 March 2023



DEPUTY PRINCIPAL

CURRICULUM, QUALITY AND INCLUSION

Salary: £80,000 - £90,000 per annum plus pension

North Hertfordshire College is a Further Education college with three campuses located in Stevenage and Hitchin and two specialist centres in Letchworth and Watford. We are proud to have been providing education and contributing to the communities in Hertfordshire since 1953 and each year, we support over 9000 students to achieve their study and career goals.

We are on an exciting journey and now seek a high achieving and dynamic Deputy Principal who will contribute to the leadership, management and future developments of our College. You will play a critical role in a highly effective Senior Management Team and will lead the curriculum, quality and inclusion work across the organisation.

You will have an ambitious outlook and a laser-like focus on high standards, supporting all our students and our staff to exceed their potential. Passion, professionalism and integrity are pre-requisites - but you will also have excellent people and stakeholder engagement skills, a deep understanding of teaching, learning and quality improvement as well as an uncompromising drive to ensure that all our students and staff are treated as individuals, as people with their own ideas, skills and ambitions, every one of them with something unique to bring to our College community.

If this sounds like a role for you and NHC sounds like a place you'd like to be part of, then we'd love to hear from you.

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

Closing date: 9am on Thursday 8 December 2022
Interview date: Monday 19 December 2022

For more information visit www.fea.co.uk/nhc-dpcqj/



Campus Principal

Centre Principal

Waterloo Centre for Adult Education

MORLEY COLLEGE LONDON

Competitive salary

Morley is a place of strong social values, creativity and a shared commitment to meeting the needs of students and the diverse communities from which they come. At Morley, we're excited by the power of learning. Every day, the work we do demonstrates the transformational capacity of learning for individuals, organisations and communities that are as diverse as the city in which we live. Through excellent teaching and learning and innovative curriculum delivery, we make a unique contribution to the further and higher education learning landscape of London.

We are now seeking a Centre Principal for our Waterloo Centre which is recognised across the capital as a leading centre for adult learning. You will be a strategically able leader who has a clear vision of what it takes to deliver an exceptional education experience. You will work with purpose to ensure our offer continues to respond to the needs of those we serve, and you will have the skills to inspire our staff to consistently deliver outstanding results.

We have appointed FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to arrange an initial discussion with either of our recruitment partners, by emailing Jo.Johnston@fea.co.uk or Apinder.Sidhu@fea.co.uk, to discuss the role before the closing date.

Closing date: 9am on Monday 5 December 2022
Interview date: Thursday 15 December 2022

For more information visit www.fea.co.uk/mcl-cpw/

FEA

Principal - Southwark College

Salary: £100k - £110k per annum

NCG

GROWTH, REPUTATION, POSITION

Southwark College occupies an enviable position within the London further education and skills market and within NCG. Over recent years, the college has successfully grown learner numbers, enhanced its reputation with stakeholders and developed a number of excellent partnerships.

The new College Principal will have a strong foundation to build upon and to work with colleagues from across NCG to deliver the Group's strategic priorities. To succeed in this role, you will be an excellent team player who appreciates what leading within a national group requires, as well as having the vision to meet the capital's learning, skills and training needs. This is an excellent role for an experienced Vice or Deputy Principal looking to take the next step in their career.

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

Closing date: Noon on Wednesday 27 April 2022
Interview date: Wednesday 4 May 2022

For more information visit www.fea.co.uk/ngc-psc

FEA

Chief Finance Officer/Finance Director

New City College

Deputy Chief Executive Officer

Salary: £140k p.a.

www.fea.co.uk/ncc-dceo/

New City College is the fourth largest college group in the UK with campuses across Hackney, Tower Hamlets, Redbridge, Epping Forest and Havering. Our strength comes from our community roots and our ability to nurture talent. We encourage our students to realise possibility, looking beyond today to reach their full potential.

Our new Deputy CEO will be a highly experienced and successful, innovative leader who can support our development as a trusted, high-performing provider and contribute to the long-term strategic development of the College. Commercially astute with an entrepreneurial outlook, you will have extensive, strategic financial experience as a qualified accountant with a good understanding of further education. Along with a track record of delivering growth and improving learner outcomes, you will inspire and motivate staff to deliver a truly responsive offer to meet the needs of learners, employers and the wider communities we serve.

We have retained the services of FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to arrange an initial conversation with our lead consultant, by emailing Jo.Johnston@fea.co.uk, to discuss the role before the closing date.

Closing date: 9am on Wednesday 8 February 2023
Interview dates: Wednesday 1 & Thursday 2 March 2023

FEA

Director of Finance

Salary circa £80k p.a.

West London College
wlc.ac.uk

At West London College, we have been on a journey of delivering significant improvements to our operational performance, and we are now seeking a new Director of Finance to play a leading role in delivering a finance service that enables the college to fulfil its ambitions.

Reporting to the Chief Operating Officer, and as a member of the Senior Leadership Team, our Director of Finance will lead a team of hardworking professionals to deliver high-quality transactional services, timely and robust information and reporting, and effective processes that positions finance as an enabling service within the college. We are looking for our new Director of Finance to have the technical and leadership skills to hit the ground running and make an expert contribution from day one.

Interested parties are advised to arrange a first stage discussion with our recruitment partner, Jo.Johnston@fea.co.uk, ahead of the closing date and prior to submitting an application.

Closing date: Noon on Monday 28 June 2021
Interview date: Tuesday 6 July 2021

For more information visit www.fea.co.uk/wlc-dof/

FEA

Northampton College

Deputy Principal Finance and Corporate Affairs

Competitive salary

Northampton College is one of the leading colleges in the country and the leading provider of further education in the South East Midlands. With a track record of consistency, strong financial performance and excellent educational outcomes, our prospects for the future are excellent.

We are now seeking a new Deputy Principal for Finance and Corporate Affairs to work alongside leaders, governors and staff to build on our excellent position in the regional further education and skills landscape.

We have appointed FE Associates to support us with this crucial appointment. Interested parties should contact Matt.Atkinson@fea.co.uk for an initial discussion on before the closing date and prior to submitting an application.

Closing date: Noon on Friday 1 October 2021
Interview date: Tuesday 12 October 2021

For more information visit www.fea.co.uk/nc-dpca/

FEA

NOTTINGHAM COLLEGE

Chief Finance Officer/Deputy CEO

Competitive salary

Make It Happen.

Working at Nottingham College is more than just a job. By joining us you are making a difference to your working life by supporting our learners and staff to make the most of their lives, and their future. You will have a role in the world. Our new Chief Finance Officer/Deputy CEO will play a vital leadership role in making sure our college survives, is full, profitable and is a place where our learners, business, community and staff thrive. With experience of working in education and tertiary education and skills, you will bring a balance of knowledge, insight and skill to us, as well as experience of driving business improvement and financial effectiveness. Most importantly, you will have the commitment to making our college one of the best in the sector and will have the leadership skills to inspire and motivate people to achieve the greatest.

We have appointed FE Associates to support us with this crucial appointment. Interested parties are advised to contact our recruitment partner, Jo.Johnston@fea.co.uk, for a first stage discussion ahead of the closing date and prior to submitting an application.

For more information visit www.fea.co.uk/nc-cfo-dceo/

Closing date: Noon on Friday 16 October 2022
First stage interviews to be held: w/e 3 November 2022
Final stage interviews to be held: w/e 16 November 2022

FEA

Chief People Officer/HR Director

Director of People and Organisational Development

Competitive salary

West London College
wlc.ac.uk

West London College is a Further Education college with four centres located in Ealing, Hammersmith, Southall and Park Royal. For over 140 years, we have been providing training and development in the West London area, helping over 10,000 students achieve their career goals each year. We are also members of the Collab Group, which represents 35 of the largest and most innovative colleges in the UK.

We are now seeking a new Director of People and Organisational Development to provide strategic and operational leadership to our Human Resources team, ensuring that all staff are supported in their development, motivated to achieve the best for our learners and engaged with our vision.

This is a fantastic opportunity to make a strategic contribution to the development of an empowering culture that delivers outstanding teaching, learning and services for our students.

We have appointed FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to arrange an initial conversation with our recruitment partner, by emailing Jo.Johnston@fea.co.uk, to discuss the role before the closing date.

Closing date: 9am on Monday 5 December 2022
Interview date: Tuesday 20 December 2022

For more information visit www.fea.co.uk/wlc-people/

FEA

Group Director of People and Organisational Development

Competitive salary

HRUC

Harrow, Richmond and Uxbridge Colleges (HRUC) was formed on 4 January 2023 following the merger of HCUC with Richmond upon Thames College. As one of the country's largest college groups with campuses in West and South West London, we have exciting plans to advance the further education and skills agenda in the nation's capital city.

Reporting to the CEO and as a member of the Executive Leadership Team, the Group Director of People and OD will bring their proven experience of being a senior HR professional leader in a large, complex organisation to drive the Group's post-merger harmonisation and people agenda, providing motivational strategic leadership across the College Group.

We have appointed FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to contact Suzanna.Thurlow@fea.co.uk to discuss the role before the closing date.

Closing date: 9am Tuesday 21 March 2023
Interview date: Thursday 30 March 2023

For more information visit www.fea.co.uk/hruc-pod/

FEA

Director of Governance



Director of Governance - 0.8 FTE

Salary: £56,000 p.a. pro rata (£44,800 p.a. - 0.8 FTE)

At Barnsley College, we believe that excellent governance plays a key role in the achievement of our ambitious plans for the future. We are a high performing, outstanding, further education college with a clear focus on transforming lives through the delivery of excellent education.

We are now seeking a new Director of Governance to support our Board and to take ownership of the processes, systems and ways of working to ensure that governance continues to be highly effective and impactful. You will be a governance expert who has a strong track record in working with governors, trustees or non-executives to ensure the Board achieves its responsibilities and objectives.

We have engaged FE Associates to help us find the right person for this important role. Interested parties are advised to arrange an initial conversation with our recruitment partner, by emailing jo.johnston@fea.co.uk, to discuss the role before the closing date.

For more information visit www.fea.co.uk/bc-dg/




Barnsley College

Closing date:
9am on Thursday 10 November 2022

Interview date:
Thursday 17 November 2022

Director of Governance

Competitive salary
(0.8 FTE or full time with hybrid working)



West London College

wlc.ac.uk



West London College is the trading name of the Corporation of Ealing Hammersmith and West London College and with campuses in Ealing, Hammersmith, Park Royal and Southall, we are firmly focused on meeting the skills, employment and economic needs of the nation's capital.

Our vision is to be the leading college in West London for technical and vocational education and skills training, and effective governance is essential to us achieving this vision.

Our new Director of Governance will have a key role to play in ensuring governors are well supported and will take ownership of the processes, systems and ways of working to ensure Board effectiveness and that governance is well connected to the rest of the College.

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

For more information visit <https://www.fea.co.uk/wlc-dg/>

Closing date: **9am Monday 6 February 2023**
Interview date: **Monday 20 February 2023**




Director of Governance

(0.6 FTE) Salary: up to £50k pro rata per annum

Excellence is what makes York College stand out and governance has a key role to play in the college achieving its mission, vision and strategic priorities.

The college benefits from a very experienced and committed group of governors and we are now looking for a new governance professional to co-ordinate governance operations and provide expert advice, guidance and support to our board.

We have appointed FE Associates to support us with this crucial appointment. Interested parties are invited to contact Amanda.Hart@fea.co.uk ahead of the closing date and before submitting an application.

We aim to improve the diversity of our workforce, and welcome applications from individuals from black and other minority ethnic groups.

Closing date:
Noon on Monday 11 October 2021

Interview date:
Monday 18 October 2021

For more information visit www.fea.co.uk/york-dgov/



Group Director of Governance

Salary: up to £75k p.a.






Harrow, Richmond and Uxbridge Colleges (HRUC) was formed on 4 January 2023 following the merger of HCUC with Richmond upon Thames College. As one of the country's largest college groups with campuses in West and South West London, we have exciting plans to advance the further education and skills agenda in the nation's capital city.

Highly effective governance has been key to our success and we are now seeking a new governance professional to provide expert support to our governing body. To succeed in this role, you will be an experienced governance practitioner with a background of success in highly regulated corporate environments.

We have appointed FE Associates to support us with this crucial appointment. Prior to submitting an application, interested parties are advised to contact Suzanne.Thurlow@fea.co.uk to discuss the role before the closing date.

Closing date:
9am Monday 27 February 2023

Interview date:
Friday 17 March 2023

For more information visit:
www.fea.co.uk/hruc-gdg/



MIS Director





DIRECTOR OF MIS

Salary: up to £60k per annum

Barnsley College is one of the college sector's leading providers of further education and skills. We are highly ambitious for our students and we are driven by our purpose of transforming lives.

We now have an opportunity for a talented and ambitious management information and funding expert to provide leadership within our MIS functions. Reporting to the Vice Principal for Funding, Performance and Technology, you will be taking us on an exciting time when the transformation of data, information and technology feature as a key priority for the college.

We have appointed FE Associates to support us to find our new Director of MIS. Interested parties should make contact with our local consultant, joanmatt@fea.co.uk, for an initial discussion before the closing date and prior to submitting an application.

Closing date:
Noon on Friday 24 September 2021

Interview date:
W/F 4 October 2021 - TBC

For more information visit
www.fea.co.uk/bc-mis/



Director of MIS and Planning

Competitive salary

The provision of effective MIS, data and reporting is essential to the ongoing success and development of Waltham Forest College. We are an ambitious college with big plans, and our new Director of MIS and Planning will have a key role as a member of the senior team in supporting the achievement of our strategic ambitions.

To succeed in this role you will be a highly experienced further education MIS and funding specialist who is able to successfully balance strategic leadership with operational realities. You will be highly collaborative and work in a manner that supports colleagues to deliver excellent teaching, learning and student services.

We have appointed FE Associates to support us with this crucial appointment. Interested parties are advised to contact Matt.Atkinson@fea.co.uk for an initial discussion about this opportunity.




Closing date:
Noon on Monday 8 July 2021

Interview date:
Tuesday 13 July 2021

For more information visit www.fea.co.uk/wfc-dmp/





Create Your Future **Waltham Forest College**

Vice Principal Funding and Performance

Salary: Up to 75k per annum





At Barnsley College we recognise all of our students and staff to ensure they get the best from studying at Barnsley College helps to inspire our learners and transform their lives.

We are looking for a new Vice Principal for Funding and Performance to join our senior leadership team and to make a significant contribution to the achievement of college priorities. In this role you will provide strategic leadership to MIS and funding with a particular emphasis on high quality, accessible and user friendly information systems and processes while ensuring the college is proactively managing the relationship between funding and business activities. In addition, the post holder will provide line management to our new Director of IT.

We have engaged FE Associates to support us with this important appointment. Interested parties are advised to have an initial discussion with our local consultant, Matt.Atkinson@fea.co.uk, ahead of the closing date and prior to submitting an application. This can be arranged by emailing joanmatt@fea.co.uk.

Closing date: **Noon on Friday 23 February 2020**
Interview date: **To be confirmed**



Bradford College

CHIEF INFORMATION OFFICER

Salary: £85k per annum

Bradford College is a leading provider of further and higher education with a long history of serving the learners, communities and businesses of Bradford and the surrounding areas. As well as a significant further education offer, we are one of the largest providers of higher education outside of the university sector. In total, our student body is around 20,000 strong.

As part of our ambitious strategy to transform the lives of learners, we are seeking a highly driven, forward thinking and strategic who can work with other members of the senior leadership to drive operational effectiveness and success. With solid leadership and technical expertise in MIS, funding and business planning, our Chief Information Officer will also provide line management oversight to our highly skilled IT team in order to ensure we have in place an IT infrastructure to support the organisation and our learners.

We have engaged IT Associates to support us with this important appointment. Interested parties are advised to have an initial discussion with our local consultant, Matt.Atkinson@fea.co.uk, ahead of the closing date and prior to submitting an application. This can be arranged by emailing joanmatt@fea.co.uk.

For more information see <https://www.fea.co.uk/bradford-cio/>

Closing date: **Noon on Wednesday 4 March 2020**
Interview date: **To Be Confirmed**




Governors

Chair of the Corporation

An unremunerated and voluntary role



**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.

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, to discuss the role before the closing date.

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

For more information visit www.fea.co.uk/dc-chair/




Chair of Corporation

A voluntary, unremunerated role.

Capel Manor College

As the only specialist environmental, land-based further and higher education college in London, our College is unique. The College offers a range of full and part-time courses for young people and adults, and plays a vital role in the green agenda for the capital.

With our current Chair coming to the end of their second term, the College is planning for a successor to this key strategic role. With a new Principal/Chief Executive and Deputy Principal due to take up post in the Spring, and with an opportunity to review the College's strategic plan with the Senior Leadership Team and the Governing Body, there is a real opportunity for the new Chair to make a significant contribution to the values, vision and mission of the College at an exciting point of change.

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, to discuss the role before the closing date.

Closing date: 9am on Friday 24 March 2023
Interview date: Week commencing Monday 17 April 2023

For more information visit www.fea.co.uk/cmc-chair/




Chair of Corporation

A voluntary unremunerated role with reasonable expenses paid



At Hull College, we have a very clear mission to inspire, empower and educate young people and adults in Hull to realise their full potential. We are ambitious for the future and our current strategy will enable us to play a significant role in supporting prosperous futures for the people of Hull and the wider Humber region.

Our board of governors has a crucial role to play in driving and supporting our strategic aims and priorities, and we are now seeking a new Chair of Corporation to lead us towards this new and exciting future. Our new Chair will be a strong leader who has the experience to motivate and work with our highly committed group of volunteer governors.

We have retained 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 recruitment partner, by emailing Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.

Closing date: 9am on Thursday 9 June 2022
Interview date: To be confirmed

For more information visit fea.co.uk/hull-chair/

Looking to the future!



Finance Governors

Voluntary and unremunerated roles



Wiltshire College & University Centre plays a significant role for the county's growing population and is critical to delivering the post-16 education and skills agenda and thus, the economic success of the region.

We are seeking two new governors with a finance background to join the College's governing body. Ensuring the vision and strategy are appropriate and that the College is well run by our Executive Team, the Board makes an important contribution to the life of the College and, therefore, to the students.

If you are strategic, influential and commercially astute, excited by the opportunity to apply your financial expertise in a highly rewarding role and can support us on the next part of our journey, we would love to hear from you. Previous governor experience is not essential and in our commitment to embracing diversity, we are very interested to have a wide range of backgrounds and life experience on our Board.

We have engaged FE Associates to help us find our new governors, so please do arrange a chat with our lead consultant, by emailing Apinder.Sidhu@fea.co.uk, to discuss the role before the closing date.

For more information visit www.fea.co.uk/wcuc-govs/

Closing date: 9am on Wednesday 26 October 2022
Interview date: Early November 2022




Commercial/Apprenticeships Director

Vice Principal

Competitive salary

Business Growth, Skills and Partnerships



COLLABORATIVE CONFIDENT COMMUNITY-FOCUSED

At SCUC and Stratford-upon-Avon College, our mission is to create a reflective and progressive environment which supports and inspires everyone to succeed. One of the key ambitions in our 2022-2025 strategic plan is to futureproof our college through considered income diversification and growth, and this role is key to achieving that.

You will be a dynamic and experienced senior leader, able to shape, lead and deliver on our growth strategy, skills agenda and partnerships. You will have the knowledge and expertise to innovate curriculum to meet the skills agenda for the present and future, supporting the productivity of local and regional businesses.

Interested parties are advised to contact our FE Associates lead consultant, Apinder.Sidhu@fea.co.uk, to discuss this role before the closing date.

Closing date: 9am on Tuesday 9 May 2023
Interview date: Monday 22 May 2023

For more information visit: www.fea.co.uk/scuc-vp/





Executive Director of Commercial Partnerships

Salary: up to £70k per annum. Capped performance bonus. Relocation package available.



Growth, partnerships and innovation are central to our strategic aims at The Bournemouth & Poole College. We are committed to making an outstanding contribution to leading and delivering skills to drive economic impact in the local area. Our new Executive Director of Commercial Partnerships will use their commercial acumen to strengthen our engagement with local stakeholders and employers and lead on our ambitious targets for growth.

With a track record of building and driving partnerships and growth in the skills and training arena, you will work collaboratively across the organisation to ensure our offer is relevant to the local and regional economies, pursuing new business opportunities whilst building upon the excellent partnerships we have established with our existing employers and stakeholders.

We have appointed FE Associates to support us with this crucial appointment. Prior to submitting an application, interested parties are advised to contact Amanda.Hart@fea.co.uk to discuss the role before the closing date.

For more information visit www.fea.co.uk/edcp/

Closing date: 9am Thurs 20 April 2023
Interview date: Tues 2 May 2023




5 Our Commitment to Diversity and Inclusion

We are deeply committed to actively improving the diversity of senior leadership teams and boards, and there is a pressing need for senior leadership teams to be more reflective of the communities and student bodies they serve. We are developing our search and recruitment approaches to address the under-representation of minority groups explicitly and to promote equality, diversity, inclusion and anti-racism.

As part of our commitment to addressing imbalances in the diversity of leadership in further education and skills organisations, we will seek to partner with the organisation to develop our search strategies and recruitment campaign to attract the broadest possible range of candidates and to provide additional support for candidates from under-represented groups to give them the best possible chance of success throughout the assessment and selection process.

The promotion of equality and diversity is of fundamental importance to us and we will want to work with you to ensure the organisation is doing everything it can to ensure the leadership team is more diverse and balanced. As well as following best practices in inclusive recruitment, we will ensure we are working within any processes and procedures you have in your organisation.

We are now officially an Affiliated Organisation to the Black Leadership Group, formerly the Black FE Leadership Group. The goal of the Black Leadership Group (BLG) is to engender a truly anti-racist FE system and they have made remarkable progress in alerting the sector to the depth and extent of the challenge in eradicating all forms of racism in FE.

You can find out more about the Black Leadership Group by reading their 10-point plan using the link below.



[Using the Black Further Education Leadership Group 10-point plan \(blackfeleadership.com\)](https://blackfeleadership.com)

6 Get In Touch

Thank you for taking the time to read our executive search and recruitment services brochure. We hope we have demonstrated our passion for the work we do, the expertise of our people and our track record in delivering successful search and recruitment outcomes for our clients. We very much look forward to becoming your trusted partner in your assignment.

Matt Atkinson
Managing Director

Matt.Atkinson@fea.co.uk

07506677745 | 01454 617 707

Jo Johnston
Director of Recruitment

Jo.Johnston@fea.co.uk

07500448282 | 01454 617 707



7.1 Testimonials - What our Clients say About US...

I would absolutely recommend FE Associates to anyone who is looking for a great professional company that looks after its clients. Prior to the commencement of the recruitment process, Matt and his team took the time to listen to the brief, which then enabled them to understand the ethos and culture of the College and the calibre of candidates we were seeking to attract.

The support provided to us every step of the way was second to none and we are thrilled to have been able to appoint to this senior position at Chelmsford College.

*Beverley Mahoney,
Human Resources Manager
Chelmsford College*



We all know everything we do in Further Education matters. Working to promote and secure the very best people is critical to our mission and for our most critical roles, we have used FEA.

Over recent months, we have used FEA to support our recruitment of four senior roles across our colleges. FEA always deliver a professional and responsive service, tailored to our needs to secure the very best people. I am also really proud that FEA has helped HRUC expand the diversity and talent of our senior leadership team. FEA is a critical strategic partner to HRUC, driving our ambition to be the best colleges to work and learn with.

*Keith Smith
CEO
HRUC*



7.2 Testimonials - What our Candidates say About US...

FE Associates were key drivers in helping me make the next big step in my career. I am grateful to Matt and Jo, who successfully helped me secure the role of Executive Director of Finance at a well-established college. They took the time to understand my needs and competencies and matched me to a position that would optimise my potential.

Jo explained the role, the organisation and its warm culture, and also took time to assess my strengths and next steps, which I felt was important to have in that initial assessment.

I especially appreciate the preparation work that Matt had gone through with me to ensure that I was confident and well prepared. Matt's transparent communication, professionalism, exceptional guidance and support was the assurance I needed that they were genuinely interested in my career aspirations and progression.

Thank you to FE Associates for helping me start an exciting new chapter of my professional career.

*Molly Makota
Executive Director of Finance Designate
Christ The King Sixth Forms*

At York College, we have used FEA for a number of key senior leadership team appointments. Most recently, this was for two Director of Curriculum roles.

Suzanne worked tirelessly to get us a field of candidates for both roles, ensuring that those who were considered for shortlisting were technically competent but also ensured that they would 'fit' with York College.

In the end, we made two excellent appointments to the roles and we look forward to working with FEA for any further senior roles we need to fill.

*Ken Merry
Deputy Principal and Deputy Chief Executive
York College*

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