

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 20 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, Suzanne Thurlow and Claire Gehlig, 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.

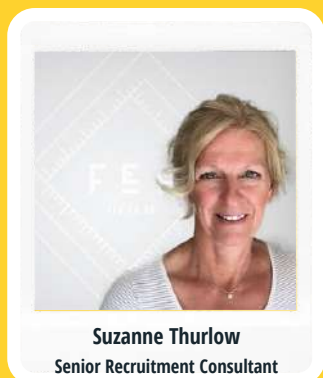


Jo Johnston

Director of Recruitment

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.



Suzanne Thurlow

Senior Recruitment Consultant



Claire Gehlig
Senior Recruitment Consultant

Claire brings many years experience in the FE and Training sector, particularly in apprenticeships, curriculum management, and leadership development. Her deep understanding of colleges and training providers and her passion for guiding organisations to build visionary leadership teams makes her an invaluable member of our executive recruitment team.

Having worked with FE Associates as a highly successful specialist apprenticeship consultant since 2022, Claire's skills are a major strength to our executive recruitment team.



Asma Ahmad
Senior Recruitment Consultant

Asma brings over 20 years' experience in the FE sector, particularly in curriculum and people management, as well as leadership and management development of large provisions.

Her deep understanding of colleges and the environments in which they operate provides her with valuable insights in guiding organisations to build visionary and sustainable leadership teams, making her an invaluable member of our executive recruitment team.



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.

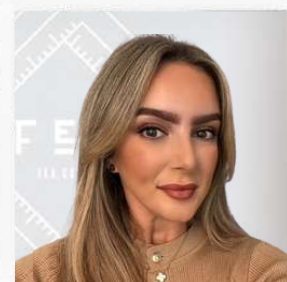
As a senior HR expert, Amanda will ensure that your selection processes are designed and delivered to ensure success.



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.



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 Sustainability

FE Associates believe in the value of sustainable actions.

As part of our commitment to sustainability we plant ten trees per month, through **treeapp**, to offset our organisation's printing carbon footprint.



5 Our Experience

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

Principal/CEO



HRUC

HARROW COLLEGE PRINCIPAL

Market-leading salary with relocation package

HRUC is the newest college group in London. Boasting 5 'Outstanding' and 3 'Good' assessments in our last Ofsted inspection, we now have our sights on realising our shared ambition of becoming an outstanding provider of education across the group.

We are looking for an exceptional leader who thrives in a dynamic, fast-paced environment; understands the importance of a unified, one-college approach to both quality and culture; and has the skills to inspire, motivate and drive both staff and students towards our shared goals.

As a true expert in curriculum and quality with firsthand experience of strong provision, you will have a thirst for innovation and the vision to ensure the learning environment remains relevant, engaging and of the highest quality in order to make a lasting impact on the education landscape.

We have appointed FE Associates to support us with this important appointment. To find out more about this exciting opportunity, contact our lead consultant, Jo Johnston@fea.co.uk, before applying.

Closing date: 9am on Thursday 2 November 2023
Interview date: Friday 17 November 2023

Visit www.fea.co.uk/hruc-hcp/



sgs

CHIEF EXECUTIVE OFFICER/ PRINCIPAL

Competitive salary

SGS College is seeking a new Chief Executive Officer/Principal to lead us into the next phase of our development. As a state regional College with an excellent reputation our College plays a key role as an anchor institution across Bristol, South Gloucestershire and Stroud.

Our new Chief Executive Officer/Principal will inherit an excellent foundation to build upon and will lead an ambitious strategic agenda that positions us well for the future. We are seeking an experienced and inspirational senior further education leader who can use their track record of success to take our learners further.

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

Closing date: 9am on Friday 25 October 2024
Interview date: Monday 4 and Tuesday 5 November 2024
Visit: www.fea.co.uk/sgsccp/

TAKING LEARNERS FURTHER



BOLTON COLLEGE

Principal and Chief Executive

Salary: attractive and highly competitive

Bolton College, a key vocational education provider within the Bolton Borough and a member of the University of Bolton Group, is committed to offering a comprehensive 'cradle to five' educational pathway. Situated in the fourth largest district of Greater Manchester, Bolton boasts a proud industrial past and is now a vibrant, diverse community, housing urban facilities with beautiful countryside.

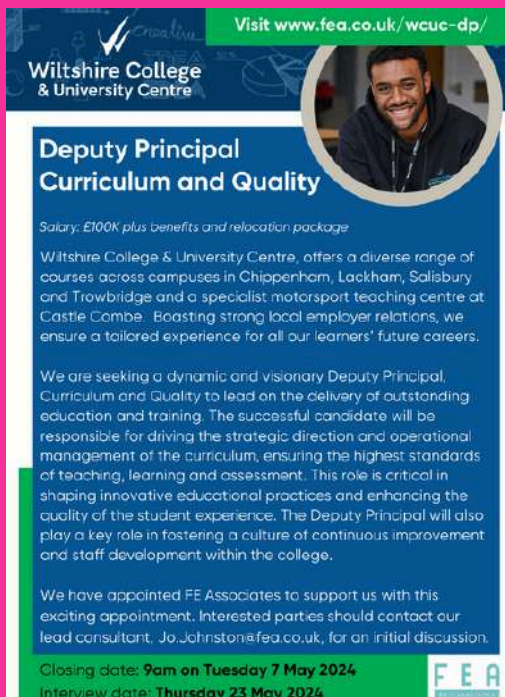
As a visionary leader, your track record of success and expertise will drive up performance and ensure excellence across all aspects of our institution. Capable of setting a clear direction and motivating others to improve, you will be adept at navigating the ever-moving landscape of education, embracing change and innovation to make a lasting impact on the community and our learners. This role presents a distinctive opportunity to influence not only Bolton College but also contribute to the wider objectives of the Bolton University Group.

Visit www.fea.co.uk/bc-pce/

Closing date: 9am on Thursday 4 April 2024
Interview date: Thursday 18 & Friday 19 April 2024

We have appointed FE Associates to support us with this crucial appointment. Contact our recruitment partner, by emailing Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.

Deputy/Vice Principal



Wiltshire College & University Centre

Deputy Principal Curriculum and Quality

Salary: £100K plus benefits and relocation package

Wiltshire College & University Centre, offers a diverse range of courses across campuses in Chippenham, Lackham, Salisbury and Trowbridge and a specialist motorsport teaching centre at Castle Combe. Boasting strong local employer relations, we ensure a tailored experience for all our learners' future careers.

We are seeking a dynamic and visionary Deputy Principal, Curriculum and Quality to lead on the delivery of outstanding education and training. The successful candidate will be responsible for driving the strategic direction and operational management of the curriculum, ensuring the highest standards of teaching, learning and assessment. This role is critical in shaping innovative educational practices and enhancing the quality of the student experience. The Deputy Principal will also play a key role in fostering a culture of continuous improvement and staff development within the college.

We have appointed FE Associates to support us with this exciting appointment. Interested parties should contact our lead consultant, Jo.Johnston@fea.co.uk, for an initial discussion.

Closing date: 9am on Tuesday 7 May 2024
Interview date: Thursday 23 May 2024



Northampton College

Deputy Principal Curriculum, Quality and Success

Salary: circa £115,000 per annum

Northampton College is a leading provider of further education in the East Midlands, delivering an ambitious curriculum that aligns with local and regional priorities, ensuring clear career pathways and empowering students for success in their chosen fields. Over the last ten years, the college has been on a remarkable journey, ranking seventh out of almost 200 colleges nationally for education and training for 16- to 19-year olds.

With significant experience in a senior leadership role, along with extensive knowledge of the FE landscape, our Deputy Principal, Curriculum, Quality and Success will be a courageous and visionary leader committed to driving quality assurance and promoting a culture of continuous improvement. As an aspirational future Principal, this role will provide the opportunity, challenge and growth to prepare you well to succeed in your ultimate career ambition. Your highly effective communication and interpersonal skills will enable mutually beneficial collaborations and partnerships that position the college as an anchor institution in the learning communities we serve.

We have appointed FE Associates to support us with this important appointment. Contact our lead consultant, Suzanne.Thurlow@fea.co.uk, to discuss this exciting opportunity before applying.

Closing date: 9am on Tuesday 2 April 2024
Interview date: Wednesday 17 April 2024

Visit www.fea.co.uk/nc-dpcqs/



West London College

Assistant Principal Curriculum

Competitive Salary

West London College is a Further Education college with three centres located in Ealing, Hammersmith and Southall. For nearly 100 years, we have been providing training and development in the area, helping over 10,000 students achieve their career goals each year.

We are seeking a highly experienced and competent leader to join us as Assistant Principal Curriculum. You will work within our core values of **ambition, accountability, collaboration, inclusion and innovation** to lead developments that will position us well for the future. Reporting directly to the Deputy Principal Curriculum & Quality, you will be instrumental in championing our values of inclusion and diversity across the organisation.

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

Closing date: 9am on Tuesday 1 October 2024
Interview date: Friday 18 October 2024
www.fea.co.uk/wlc-ipc

Chief Finance Officer/Finance Director

Finance Director



Competitive salary



Inspiring futures, realising dreams.

Across multiple campuses, Birmingham Metropolitan College (BMet) offers vocational courses, apprenticeships, A-levels and access courses.

We are seeking to appoint a fully qualified senior finance professional to provide outstanding leadership. In this high-impact role, you will be responsible for ensuring we achieve strong financial outcomes whilst delivering an excellent service that supports the delivery of exceptional education for all of our students.

We have engaged FE Associates to support us with this important appointment. Prior to submitting an application, contact our lead consultant, Amanda.Hart@fea.co.uk, to discuss this exciting opportunity before the closing date.

Closing date: 9am Tuesday 30 April 2024
Interview date: Friday 10 May 2024
Visit: www.fea.co.uk/bmet-fd/




Director of Finance

Salary: circa £80k per annum

At Stanmore College, our focus is to provide excellence in teaching and learning in an environment where both young and adult learners can achieve their potential through a wealth of provision and top-class teaching from highly skilled staff.

As a key member of the senior management team, the Director of Finance will play a pivotal role in shaping the financial future of the college. We are seeking a fully qualified finance professional to lead and manage the financial operations of the college ensuring your team are developed and supported to achieve their full potential. You will have proven experience in a senior finance role, preferably within the public or wider non-for-profit sector, and will be able to demonstrate experience of working with a range of internal stakeholders to promote financial literacy across a diverse organisation.

We have retained FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to arrange an initial discussion about this exciting opportunity with our recruitment partner, Jo.Johnston@fea.co.uk, before the closing date.

Closing date: 9am on Monday 26 February 2024 **Interview date: Tuesday 12 March 2024**
For more information visit www.fea.co.uk/stanmore-df/




Chief Financial Officer

Salary: £70,000 to £32,312 per annum (minimum 0.6 or full time)

At Better Futures, we embrace being 'deliberately developmental' and we thrive on challenging ourselves and others. Born from the alliance of three sixth form colleges across the Midlands and a forward thinking university group, we have created a unique environment that truly fosters provision, collaboration and collective learning. We are not the 'finished article' - we are a community dedicated to growth, excellence and mutual support to make getting better as enjoyable as possible.

Our new CFO will play a pivotal role in shaping our financial strategy and ensuring the effective utilisation of our resources. We are seeking an experienced, qualified accountant who will drive financial excellence and compliance through progressive strategic leadership and contribute to the growth and success of Better Futures.

This is an important appointment and to help us to find the right person, we have retained the support of FE Associates. Interested parties are advised to arrange an initial discussion with Suzanne.Thurlow@fea.co.uk to discuss this exciting opportunity before the closing date.

For more information visit www.fea.co.uk/bfmat-cfo/
Closing date: 9am on Tuesday 13 February 2024
Interview date: w/c Monday 26 February 2024



Chief People Officer/HR Director



Director of People & Organisational Development

Salary: £65k - £70k per annum (depending on experience)

City of Portsmouth College was formed through the merger between Portsmouth College and Highbury College and is well positioned to provide a united and seamless offer for the communities and businesses of Portsmouth and its wider regions.

Our new Director of People & Organisational Development will provide strategic and operational leadership across the College. Using your extensive experience as a senior leader of Human Resources in a large, complex organisation, your contribution will make a significant impact to implementing our new strategy.

As a member of the Senior Leadership Team, reporting to the Chief Operating Officer, you will use your expertise to drive our post-merger harmonisation and people agenda.

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.

Closing date: 9am on Thursday 4 May 2023 **For more information visit: www.fea.co.uk/copc-dpod/**
Interview date: Thursday 18 May 2023




Group Director of People and Organisational Development

Competitive salary

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 Suzanne.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/**



Director of Governance



Director of Governance and Legal Services

Salary: circa £50k - £60k per annum pro rata (0.6 contract, term time only)

At Stanmore College, our focus is to provide excellence in teaching and learning in an environment where both young and adult learners can achieve their potential through a wealth of provision and top-class teaching from highly skilled staff.

Our new Director of Governance and Legal Services will play a crucial role in ensuring effective governance, compliance and risk management within the college. Your extensive experience as a governance or compliance professional will enable you to develop, implement and oversee governance and procedures to ensure our college operates with integrity and in accordance with legal and regulatory requirements.

With the ability to confidently and effectively communicate and collaborate with a diverse range of stakeholders, you will provide leadership and guidance to the governing body, facilitating effective decision-making processes, promoting transparency and ensuring our governance are well equipped to fulfil their roles and responsibilities.

We have retained FE Associates to support us with this important appointment. Prior to submitting an application, interested parties are advised to arrange an initial discussion about this exciting opportunity with our recruitment partner, Suzanne.Thurlow@fea.co.uk, before the closing date.

Closing date: 9am on Thursday 15 February 2024 **Interview date: w/c Monday 26 February 2024**
For more information visit www.fea.co.uk/stanmore-dg/




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

Executive Director Management Information Systems (MIS) and Digital Transformation

Buckinghamshire College Group
Aylesbury Wycombe Amersham

Salary: Competitive

BEYOND AMBITION!

Buckinghamshire College Group is a leading provider of further and higher education, committed to delivering high-quality education and training to students across the region. With a focus on innovation and excellence, we aim to equip our learners with the skills and knowledge needed to succeed in their chosen careers.

We are seeking an experienced Executive Director MIS and Digital Transformation to join our Executive Leadership Team. The successful candidate will have a proven track record in MIS leadership and a strong vision for leveraging digital technologies to enhance educational outcomes. This role is pivotal in ensuring our data systems are robust, efficient, and aligned with our strategic goals.

We have retained FE Associates to support us with this important appointment. Interested parties are advised to have an initial discussion with our lead consultant, Suzanne Thurlow, prior to submitting an application by emailing Suzanne.Thurlow@fea.co.uk.

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

Closing date: 9am on Friday 27 September 2024

Interview date: Friday 11 October 2024

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Director of MIS & Information Technology

WirralMet

Competitive salary



Wirral Metropolitan College is a dynamic Further Education College, with five campuses across The Wirral. The college offers a wide range of courses and qualifications for learners of all ages, from vocational training to higher education degrees. Committed to excellence and innovation in education, Wirral Met is dedicated to equipping its students with the skills and knowledge to succeed in their chosen careers.

We are seeking a visionary Director of MIS & Information Technology to lead our Management Information Systems and IT services. The successful candidate will be responsible for the strategic direction and operational management of the college's information systems, ensuring the delivery of efficient, effective and innovative IT solutions. With a focus on enhancing the learner experience and operational excellence, the Director will play a pivotal role in supporting the college's ambitions and strategic objectives. The role demands a leader with a proven track record in MIS and IT within the education sector, who can inspire a team and drive change.

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 Suzanne.Thurlow@fea.co.uk to discuss the role before the closing date.

Closing date: 9am on Tuesday 26 June 2024 Interviews: week commencing Monday 8 July 2024

For more information visit: www.fea.co.uk/wmc-dmis/

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Governors

Chair of Governors

KING EDWARD VI COLLEGE

KE6

A voluntary, unremunerated role

King Edward VI College, located in the heart of Nuneaton, is a vibrant and highly respected institution, part of the innovative Better Futures Multi-Academy Trust. Renowned for academic excellence and a commitment to nurturing student success, the college invites applications for the pivotal role of Chair of Governors.

The key position calls for a strategic visionary with a passion for education and community development. The Chair will lead the Governing Body, ensuring the highest standards of governance, and will work collaboratively to shape the future direction of the college. The role demands a commitment to upholding the college's ethos, enhancing its educational provision and fostering strong relationships within the Trust and the wider community.

We have appointed FE Associates to support us to find our new Chair of Governors. Prior to submitting your CV and supporting statement, interested parties are advised to arrange an initial conversation with our FE Associates lead consultant, by emailing Suzanne.Thurlow@fea.co.uk, to discuss the role before the closing date.

For more information visit www.fea.co.uk/ke6-chair/

Closing date: 9am on Monday 13 May 2024

Interview date: Wednesday 22 May 2024

Better Futures Multi-Academy Trust Coventry University **FEA**

STOKE ON TRENT COLLEGE

Governors

Voluntary and unremunerated



We are the technical and professional college for the city of Stoke-on-Trent and the surrounding area, and the largest provider of adult education in Staffordshire. We have a clear mission to achieve ambitious outcomes for our learners and for them to positively progress.

The College is Ofsted rated as good, has outstanding financial health and is proud of its developing reputation with partners and employers and as an anchor institution in the city and county. The College has an expert team of professionals and superb industry-standard facilities.

We are now seeking two influential and commercially astute governors, with strategic expertise in curriculum and quality or corporate services, to join our Board who will bring their passion for social responsibility and education along with their expertise, skills and experience to contribute to the strategic success of the College.

If you are excited by the opportunity to apply your strategic expertise to a highly rewarding role in an organisation with a clear social mission, we would love to hear from you. Governance experience of a medium to large organisation is of benefit, or similar governance level or board experience. We very much welcome applicants from ethnic minority communities, a range of backgrounds and/or a commitment to inclusion.

We have appointed FE Associates to support us with these important appointments. Prior to submitting a CV and supporting statement, interested parties are advised to contact Amanda.Hart@fea.co.uk to discuss the role before the closing date.

Closing date: 9am on Monday 15 January 2024

Interview dates: Tuesday 23 or Wednesday 24 January 2024 (tbc)

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

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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/

Solihull College & University Centre Stratford-upon-Avon College **FEA**

the college

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



FEA
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6 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)

7 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



8.1 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*



8.2 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*



FE Associates Ltd
9 Apex Court
Woodlands
Bristol
BS32 4JT

Tel: 01454 617 707
enquiries@fea.co.uk

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