



Myerscough
College & University Centre
INSPIRING EXCELLENCE

DODD PARTNERS
— BOARD & EXECUTIVE SEARCH —

CHIEF EXECUTIVE & PRINCIPAL

February 2023

www.myerscough.ac.uk

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Letter from the Chair of Myerscough College Corporation



Dear Candidate

Chief Executive & Principal

Thank you for your interest in the role of Chief Executive & Principal at Myerscough College in Lancashire and a very warm welcome to one of the leading land-based, science, engineering, and sports colleges in the country. This role will provide a strong, ambitious, and passionate leader with the opportunity to make a significant contribution to the educational, economic, and social landscape of Lancashire and play a leading role in the land-based sector regionally and nationally.

Working with our committed, knowledgeable, and enthusiastic Myerscough team in industry standard facilities alongside a wide range of regional and national partners, our mission is to 'Inspire Excellence'. We provide students with not only a first-class academic qualification but also the technical skills to meet the needs of industry and ensure their future employability. Delivering courses from entry to postgraduate level, alongside apprenticeships, Myerscough provides the opportunities for academic progression, whilst strong industry links with over 1400 employers to ensure that the courses are not only industry relevant but also provide the best opportunities to progress into employment.

The College is an inclusive, caring community, putting the needs of the students at the heart of all decision making and ensuring their safety and wellbeing is paramount. Our dedicated, cross college approach to student support and welfare ensures that each student is valued and can gain confidence, progress, and achieve their full potential. The College was judged by Ofsted as 'good' for its residential care of students in March 2022 and as outstanding for how we help and protect 16-18 learners who live on campus. Ofsted recognised Myerscough as a 'good' college in its most recent inspection in March 2017 and continues to self-assess as 'good'.

The College approach to widening participation has seen the establishment of centres in Liverpool and Blackburn, areas of high levels of deprivation where the College provides the opportunity to study a land-based qualification within a smaller, inclusive, caring community. Following requests to meet local skills needs Myerscough has opened new centres in the last 2 years in Penrith, Cumbria and in Warrington, Cheshire offering specialist land-based education. A specialist centre, exclusively for cricket studies, is additionally based at Old Trafford in Manchester utilising the first-class resources available at the home of Lancashire County Cricket Club.

We believe that Myerscough is a special place to live (600 bed spaces at Bilsborrow campus), work and study and we are truly passionate about the future for Myerscough and the difference it can make to so many individuals. We are now seeking an inspirational, outstanding Chief Executive & Principal who is fully committed to building further on the current success, deliver on our aspirations to be recognised as the leading provider in the land based, science, engineering, and sports sector by Ofsted as outstanding, further grow our higher education, and ensure the long-term financial sustainability of the College.

If you want to join the Myerscough team and pursue your interest in this unique opportunity to lead the College to its next level, then I look forward to receiving your application.

Allan Foster

Chair of Myerscough Corporation
February 2023



About Myerscough

Myerscough College is a specialist land based and sports college based in Bilsborrow, near Preston in Lancashire with centres in Blackburn, Liverpool, Manchester, Penrith and Warrington. It delivers courses from entry level to postgraduate within these specialist areas, supporting not only the local but also the regional, national, and increasing international skills need. It was originally established as Lancashire County agricultural training centre in 1894, making it not only one of the largest but also one of the oldest specialist colleges in the country.

The College is a member of The Lancashire Colleges and works collaboratively on several projects with other colleges to meet Lancashire's skills needs. In 2021-22 Myerscough oversaw a £9m Strategic Development Fund (SDF) pilot on behalf of the Lancashire Colleges and the Department for Education and has followed this up with leading a follow up SDF project for Lancashire worth c£2.5m. The SDF projects have focussed on meeting Lancashire's key strategic drivers for economic productivity and associated skills needs, particularly linked to areas such as carbon reduction / the net zero agenda, agri-food, engineering / advanced manufacturing, digital. Leading the SDF projects has further strengthened the College's relationship with local and regional employer groups, the Chambers, the LEP and the newly established Local Skills Improvement Plans (LSIPs).

The College is an Associate School of the University of Central Lancashire (UCLan), whilst remaining independent, Myerscough works closely with UCLan on strategic developments to enhance the opportunities for students and meet the strategic priorities for the Lancashire Local Enterprise Partnership. Myerscough is a member of Landex, land-based colleges aspiring to excellence and fully engaged in the peer review process and national activities. As a core member of the National Land Based College and Land based Assessment Ltd, Myerscough is playing a key role in developing new qualifications and training alongside employers to ensure programmes meet the needs of industry and address the significant skills shortages of the sector.

The College is financially strong and recognised by ESFA and the College auditors for the strength of financial management and control. The financial health of the College has been outstanding for the past 3 years and is forecast to be at least 'Good' for the next 3 years. There has been a planned drop from outstanding to support investment in pay and capital projects. The College has an annual turnover in the region of c£35m, and this includes a sizeable commercial income drawn from residential accommodation, catering outlets, sports provision open to the public, including a 9-hole golf course, a garden centre, international equine arena. Over the past 7 years the College has invested around £30m in capital development across its centres to support the delivery of high-quality teaching and learning and has included support from the Lancashire and Liverpool City region LEPs and the Department for Education via the Skills Development Fund.

Myerscough works closely with industry to ensure that the curriculum is fit for purpose, meets the needs for today, mindful of the demands of tomorrow and ensures students have not only the academic knowledge but also the practical skills to prepare them for employment or academic progression.

College Mission, Vision & Values

Vision Statement:

"Our vision is to:

- be the leading college in the land based, science, engineering and sports sectors
- be the natural choice for students, staff and employers
- provide a highly skilled, creative and technical workforce
- deliver excellent outcomes through inspirational and inclusive learning and services
- build sustainability into all we do"

Mission Statement:

- Inspiring Excellence

Strategic Goals:

Myerscough College has 3 Strategic Goals to improve:

- Learning
- People
- Sustainability

Myerscough Values:

Our Myerscough values directly support our Strategic Goals:

Learning	People	Sustainability
Our delivery will be high quality and innovative with students at the heart of decision making.	We will enable staff and students to fulfil their potential whilst promoting resilience, leadership, accountability and teamwork.	We will provide a happy, healthy, safe, supportive and sustainable environment in which to live, work and study.

We will advance **FREDIE**: Fairness, respect, equality, diversity, inclusion, engagement in all we do

Strategic Plan Goals & Objectives 2020-25

The Board of Governors have identified the following key priorities for the College as part of the Strategic Plan 2020-25. The new Chief Executive & Principal will on the strategic implementation of these priorities

Strategic Goal 1: Learning - To provide excellence in learning we will...

1. Design, deliver and recruit with integrity to land based, engineering, science and sports qualifications in line with local, regional and national economic skills needs.
2. Provide excellent teaching, applied research and scholarly activity that creates curious and aspirational learners, improves achievement and transforms lives.
- 1.3 Enable students at all levels and contexts to develop their personal development and employability skills to enable them to achieve their aspirations and full potential.
3. Develop high level technical, creative and digital skills in staff and students.
- 1.5 Provide outstanding resources which are safe, industry relevant, cutting edge and standard setting.

Strategic Goal 2: People - Our greatest assets are our people. To support them we will...

- 2.1 Attract, retain and invest in high quality people through providing a supportive environment where staff feel listened to and valued.
- 2.2 Promote and advance FREDIE principles with a culture of fairness, respect, equality, diversity, inclusion, engagement.
- 2.3 Provide a safe, secure, healthy and supportive environment to live, work and study.
- 2.4 Develop strategic partnerships with universities, schools, local / devolved authorities, employers to enhance skills and productivity and align with local, regional and national skills needs.
- 2.5 Promote and embed a culture of ambition, innovation, resilience and high performance supported by coaching and supportive challenge.

Strategic Goal 3: Sustainability - To support the College's long-term sustainability we will...

- 3.1 Deliver ongoing value for money, including outstanding financial management and planning, which will effectively and efficiently enable quality outcomes for learners, good governance and the robust stewardship of College funds.
- 3.2 Deliver an annual plan that allows for ongoing investment in our resources.
- 3.3 Review College services and estate to improve resources, produce efficiency savings, financial, cyber and digital resilience and agility.
- 3.4 Promote and embed a green / sustainability agenda across all activities.



Job Description

POSITION:	Chief Executive & Principal
LOCATION:	The College operates at its main campus near Preston, Lancashire and from other centres in Blackburn, Liverpool, Manchester, Penrith, Warrington
TERM OF APPOINTMENT:	Permanent
REMUNERATION:	£140k-150k p.a. with potential for higher subject to ONS approval plus negotiable benefits package
PENSION SCHEME:	Final salary pension scheme (Teachers' Pension Scheme or Local Government Superannuation Scheme)
HOLIDAYS:	38 days per annum, plus recognised public holidays
CHECKS:	This appointment is subject to satisfactory pre-employment references, enhanced DBS clearance and successful completion of fit and proper person checks as required by the Office for Students
REPORTING TO:	The Board of Myerscough College Corporation
LINE MANAGEMENT:	The Executive team: Vice Principal & Deputy Chief Executive, Deputy Principal Resources, Deputy Principal Finance & Corporate Services, Executive Assistant.

Job Purpose:

The Chief Executive & Principal is responsible for the overall strategic leadership of the College, formulating and implementing strategic plans for the ongoing improvement and effectiveness of the organisation whilst providing highly effective leadership to ensure the achievement of the College's mission and vision.

Providing first class leadership to staff and students the Chief Executive & Principal will set high expectations and deliver excellent outcomes.

As Chief Accounting Officer, the Chief Executive & Principal will ensure the effective and efficient operation of the College, delivering the performance targets, budget, objectives, and strategic plan as set by the Corporation.

In carrying out the role the Chief Executive & Principal will always act in the best interests of students with a strong focus on quality, standards and outcomes and the College mission of 'Inspiring Excellence'.

The post holder will be the Chief Ambassador for the organisation, articulating the College's voice and values with all relevant stakeholders whilst building strong partnerships that benefit the College, its students, staff, employers, and the wider community.

Key Responsibilities:

The Chief Executive & Principal will have the following responsibilities:

1. Strategic Leadership and Development:

- 1.1 To deliver an outstanding and memorable student experience, one which enables our students to achieve excellent outcomes, increases their employability, addresses sector skills shortages, whilst also ensuring that learning takes place in a safe, supportive, and nurturing environment; an environment which brings to life our aspirations and values.
- 1.2 To assist the Corporation in its determination of the character (including educational character) and mission of the College and be responsible for implementing the policies and decisions of the Corporation.
- 1.3 Work with, and to, the Corporation on the development of strategic plans for the ongoing improvement and development of Myerscough College, to ensure they meet the needs of students and respond appropriately to the local, regional, and national educational and economic needs and the levelling up agenda.
- 1.4 To ensure there is continual improvement in the College's educational and business performance and brand image.
- 1.5 To determine the academic activities of the College, meeting the current and future needs to meet the needs of industry and students.
- 1.6 To foster an innovative, flexible, and responsible attitude towards changes in the external environments to maintain Myerscough at the forefront of education, training and research within the specialist areas served by the College.
- 1.7 Ensure that local, regional, and national educational and economic needs and priorities are appropriately responded to through the provision of responsive and relevant education and training.
- 1.8 Ensure that there are effective arrangements in place for the monitoring, assessment, and evaluation of performance against plans.
- 1.9 Ensure a high quality and responsive student experience is delivered in a student focussed, supportive, inclusive manner in which the student voice is effectively heard to enable effective decision-making.

Culture and People:

- 1.10 To be an inspirational leader, one who successfully cultivates high performing and resilient teams in a psychologically safe culture - a culture that enables everyone to thrive and reach the highest standards of performance. Teams will have the skills and agility to adapt and thrive in a changing world of work and will be aligned to a shared purpose, motivated to go the extra mile in the pursuit of excellence.
- 1.11 To develop our brand image and reputation as the employer of choice, attracting and retaining the best talent.
- 1.12 Provide effective leadership across the College. Inspiring and motivating colleagues to deliver excellent outcomes that exceeds the needs of all students, customers, stakeholders and partners.
- 1.13 Ensure the safeguarding and welfare of all students, staff, volunteers, and visitors, notably in relation to Safeguarding and Prevent legislation, the Protect duty and National Minimum Standards (for the College's 16-18 year old residential students).
- 1.14 Ensure effective safeguarding management is in place 24/7 acting with 'loco parentis' responsibilities for those students who are under 18 and reside on campus.
- 1.15 Ensure the effective performance of staff, being a visible and approachable leader who 'Inspires Excellence' in others to deliver high quality learning experiences and services.
- 1.16 To be an effective, supportive line manager, leading the Executive team to ensure a shared vision of an inclusive, high performing, values driven college.
- 1.17 Embrace and advance the FREDIE (fairness, respect, equality, diversity, inclusion, engagement) culture across the College and in the wider community celebrating diversity and promoting tolerance.

2. Relationship Management and Community Leadership:

- 2.1 Reputational management with the best possible promotion of the College externally.
- 2.2 Ensure that Myerscough is the College of choice for students, staff, employers, industry representative bodies and research.
- 2.3 To maintain and develop effective links with the local community, local and regional Government, external academic institutions, employers, professional bodies, representative groups and appropriate Government departments through both civil servants and elected representatives.
- 2.4 To act as an Ambassador for the College, forging close working partnerships across the region and nationally and representing the College on those external committees or other bodies which are relevant and influential to the present and future needs of the College, the wider skills community and the economy.
- 2.5 Position the College as a proactive and open partner, constantly building the reputation of the organisation whilst developing opportunities to further the ambitions of the College.

3. Business Effectiveness:

- 3.1 Provide all colleagues with a cohesive sense of purpose, particularly during periods of change, ensuring a progressive culture is embedded across all levels of the organisation.
- 3.2 To ensure that the College's operational objectives, plans and procedures are congruent with the strategic plan.
- 3.3 To obtain the highest efficiency from, and utilisation of, the human, physical and financial resources of the College.
- 3.4 Ensure robust financial planning to achieve future sustainability.
- 3.5 Ensure business and curriculum plans can achieve financial, funding and contract targets in the most efficient manner.
- 3.6 Ensure the formulation of financial strategies and business plans to sustain the financial health and commercial resilience of the College.
- 3.7 Ensure employment practices are compliant with all regulatory responsibilities, enable effective organisational performance, are in line with the ethics and conduct of a socially responsible employer, and reduce the likelihood of unnecessary litigation and the potential for poor publicity.
- 3.8 On an annual basis, deliver the College budget and annual statement of income and expenditure, which are approved by the Corporation.
- 3.9 Ensure accurate, timely financial information is provided to the Corporation and its committees to allow effective decision-making.

4. Effective Governance & Compliance:

- 4.1 Ensure the Corporation and its committees receive timely and accurate information to enable the effective oversight of the College's activities and to properly discharge its responsibilities.
- 4.2 Serve as Chief Accounting Officer, ensuring that the College maintains a sound financial position, whilst delivering a first-class student experience.
- 4.3 Ensure that the College complies with all its statutory and regulatory responsibilities, enabling effective implementation of all policies and procedures having due regard for legislative requirements.
- 4.4 Work closely with the Chair and Vice Chair of the Corporation to ensure the effective oversight and performance of the College



To undertake such other duties as the Corporation may, from time to time, determine in consultation with the post holder to ensure the continued existence, viability, and progress of the College.

An Annual Review of the postholder will be carried out annually in accordance with the College policy. This is undertaken by the Chair and Vice Chair of the Corporation.

Person Specification

Qualifications

Essential	Desirable
Degree level education or equivalent professional qualification	Postgraduate qualification
	Cert Ed / PGCE
Leadership / management qualification or equivalent training	

Experience

Essential	Desirable
Inspirational senior leadership in an educational setting delivering strong outcomes in a setting of relevant size, scale and complexity.	
Proven experience of taking a strategic perspective and providing a clear vision linked to realistic goals that drive improvements in performance and embrace new opportunities.	
A strong record of managing quality systems within post 16 education that improve service delivery, the student experience and outcomes.	
Proven track record of significant budget management, maximising funding streams, supporting bids and tenders and improving financial performance.	
Strategic and business planning that delivers tangible improvements in performance and student related outcomes.	
The development and implementation of strategies, policies and approaches that result in improved performance.	
Delivering successful outcomes in regulatory inspections and audits in education.	
A strong track record of establishing and developing positive external relationships and partnerships that brings tangible benefits to the organisation.	
Ambassadorial role, representing an organisation and building strong external relationships within their community.	

Essential	Desirable
	Experience of, and interest in the land-based education, industries and / or rural sector
Proven experience of building good relationships with the Governing body, applying good governance practice and working collaboratively with Governors to develop strategic aims, objectives, and business plans.	
Ensure high performing teams where all colleagues achieve the highest standards of performance, aspiring for continuous improvement and investing in continual learning.	
Strong team building skills and experience of operating a strong performance management system.	
Experience of successfully leading and managing change programmes in post 16 education, which achieve excellent outcomes and maintain the engagement of key stakeholders.	
Experience of successfully managing a range of key stakeholders from funding bodies, employers, local authorities and academic organisations, with political insight and sensitivity to protect and enhance the reputation of the college and group.	
Strong commercial skills to identify and prioritise opportunities to ensure growth whilst remaining inclusive and supportive of the communities the college serves.	

Ability, Skills, Style and Behaviours

Essential	Desirable
Already working at a high level in a complex educational organisation e.g. Principal, Vice Principal, Deputy Principal or equivalent.	
An accomplished team builder with the proven ability to motivate and 'Inspire Excellence' in others to improve and succeed.	
An expert people manager with the ability to lead others at all levels of an organisation with energy, enthusiasm, commanding respect and to provide an environment where others will feel listened to, valued, and motivated to achieve outstanding results.	
An emotionally intelligent leader with the ability to deal effectively with pressured situations and difficult conversations and respond in an emotionally appropriate way - one which leads to successful outcomes and high levels of engagement.	

Essential	Desirable
The personal stature and resilience to lead a high-profile public body, with the courage and confidence to build relationships locally, regionally and nationally. The ability to lead others with clarity, enthusiasm, passion, energy and gaining respect throughout the organisation.	
An ambassador for the College's FREDIE values – fairness, respect, equality, diversity, inclusion, engagement – providing a commitment to and a passion for an inclusive and diverse culture that values the individual.	
A commitment to and focus on improving quality and performance throughout the organisation.	
A collaborative, respected partner who facilitates positive relationships internally and externally.	
The ability to assess opportunities and seize them when appropriate for the benefit of the organisation.	
A strong communicator (verbal and in writing) who enjoys a visible presence across the organisation and the respect of external stakeholders.	
Undisputed personal integrity and a personal style that demonstrates commitment to the highest professional and personal standards of work, behaviour, and conduct.	
Willing to work flexibility bearing in mind the College is a working site 365 days of the year due to operational farms, equine, animal, commercial and student residential facilities.	
Capacity to develop strategic and operational plans to achieve organisational objectives in a clear and concise fashion.	
Strong negotiating and influencing skills and the ability to convince through personal credibility.	
Excellent communication skills with the ability to engage effectively with students, the Board, academic and operational staff at all levels, and to communicate complex issues in clear language to a range of audiences.	
Robust judgement with the ability to seek, evaluate and challenge information to reach and take decisions.	

Myerscough College Management Structure

Myerscough College Corporation Structure



How to Apply

What to include:

The recruitment process is being undertaken on behalf of Myerscough College by Dodd Partners. If you wish to apply for this position, please supply the following:

- A Myerscough College application form
- A covering letter (maximum 3 sides) highlighting your suitability and how you meet the criteria in the Person Specification, together with details of your current remuneration.
- A completed Myerscough College EDI form

All applications should be emailed to Dodd Partners at contactus@doddpartners.com at your earliest convenience, referencing assignment DP3064.

We close for applications at 9am on Tuesday 11th April 2023

Key dates:

Candidate opportunity to visit the College, tour the facilities and meet the current Chief Executive & Principal	Tuesday 4th April
Closing date for applications	Tuesday 11th April at 9am
Interviews - 2-day process	Thursday 20th and Friday 21st April
Corporation decision	Tuesday 25th April

Pre application tours:

Prospective candidates wishing to have a tour of the College with the current Chief Executive & Principal should contact Alison Robinson, Chief Executive & Principal via email to arobinson@myerscough.ac.uk

Submitting your application:

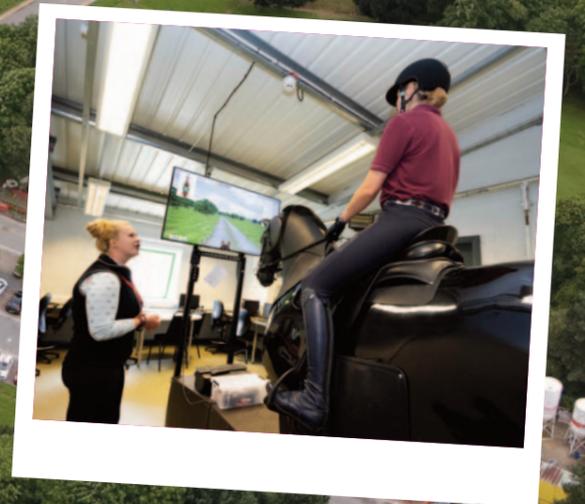
To apply, please download and complete the College's application and EDI forms (these can be found on the Dodd Partners website: [//www.doddpartners.com/vacancies](http://www.doddpartners.com/vacancies)) and send along with your covering letter and CV to contactus@doddpartners.com at your earliest convenience, referencing assignment DP3080 ahead of the closing date. Should you wish to have a confidential discussion about the role, please call John Dodd on 07545 431848 or 01244 738450.

List of Achievements

- A superb range of full-time and part-time courses across more than 20 different specialist land-based and sports subjects
- 98% of learners in employment or study within six months of graduation
- 95%+ student satisfaction with teaching, learning and support
- £35 million campus development programme
- OFSTED rated GOOD with 'highly effective' teaching
- OFSTED rated OUTSTANDING for care & support of students
- Awarded prestigious 'Leaders in Diversity' accreditation by the National Centre for Diversity
- Brand new multi-million-pound Centres opened at Croxteth Park, Liverpool and Walton Hall, Warrington
- New Cumbrian study available with partners in Barrow and Penrith
- Awarded High Sheriff of Lancashire commendation for 'great & valuable services to the community'
- National centre of sporting excellence in Football, Rugby, Golf, Cricket and Basketball
- Three-time Floristry Training Provider of the Year winner at the British Florist Association Annual Awards
- Farmers Weekly top-ten centre for studying agriculture
- One of the largest land-based apprenticeship providers in the UK

Further Education courses, University degrees and Nationwide Apprenticeship opportunities

Agriculture	Sports Studies
Agricultural Engineering	Cricket Studies
Land and Wildlife Management	Football Studies
Animal Studies	Golf Studies
Veterinary Nursing	Basketball Studies
Arboriculture and Forestry	Netball Studies
Equine Studies	Rugby Studies
Engineering (Light/Electric Vehicles)	Motorsports and Motorcycles
Farriery	Photography
Horticulture	Uniformed Public Services
Landscape and Garden Design	Sportsturf
Floristry and Floral Design	Rail engineering and Construction Plant



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