

# Candidate Pack

## EXECUTIVE DEAN: HIGHER EDUCATION





## **WELCOME**

Thank you for your interest in the role of Executive Dean: Higher Education at Blackburn College. This is an exciting and academic career opportunity with the benefit of being employed by one of the largest colleges in England.

Blackburn College has a heritage going back 129 years, and is one of the largest and most successful colleges in England and commended by the Quality Assurance Agency in 2015 for the quality of its higher education. It provides a diverse and stimulating curriculum which meets the needs of local, national and international students, employers and its community and positions itself to be the provider of first choice for employers in Pennine Lancashire. The College delivers A levels, vocational qualifications and apprenticeships through to Honours and Masters degrees in addition to a comprehensive suite of professional courses.

Our partners and stakeholders recognise education and training as being at the heart of building and sustaining economic success and fostering social change. That is our challenge, and importantly to ensure that our footprint is clear and embedded. We do this through effective partnership working. We continue to develop our relationships with universities of international standing, including our validating partners. We consider our approach to be sector-leading. At the same time we have interfaces with national and international business and our community focus means that we are committed to develop further our presence around Blackburn and Darwen and in conjunction with the local authority and others. This includes the unique strategic alliance: a collaboration between Lancaster University, Blackburn with Darwen Borough Council and Blackburn College.

Over recent years our College Estate has been invested in to become a truly amazing environment for high quality education and training. This has been driven by a Corporation Board who have been relentless in the pursuit of excellence focussed upon the needs of our students; staff and stakeholders. And they have succeeded.

At the heart of everything we do is the Student Journey, and crucially our highly talented and professional staff, so as to ensure we remain the College of 'first choice' for our students. The key priorities of the College are to assure and enhance the quality of the education and training on offer to students and to deliver an excellent Student Experience across all areas. The College will support the educational success and employment prospects of students equipping them with the skills, knowledge and personal growth opportunities to make a valuable contribution to society and the economy. In 2016/17 9 out of 10 students of the University Centre at Blackburn College progressed into further or higher education or into work for the fifth year in a row. Blackburn College makes a difference and changes the lives of those who choose to study with us.

The task of our new Executive Dean: Higher Education is to deliver a first class student experience, an environment in which staff can flourish and continue to deliver academic excellence in teaching, learning and assessment underpinned by relevant research and scholarship, provide strong academic strategic planning and organisational leadership befitting of this stature. That is my challenge to you.

Blackburn is a marvellous place to live. It is an area of innovation and world class industry. Come and be part of a place where students are at the heart of everything we do.

Thank you for the interest you have shown in this position.

**Dr Thomas Moore**  
**Principal and Chief Executive**

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March 2018

# About Blackburn College

With a turnover in excess of £43million across Further Education, Skills, Apprenticeships and Higher Education, we take a lead role in transforming Pennine Lancashire into a vibrant and successful economy through education and training that enhances the skills, aspirations and potential of the local economy.

Blackburn College employs c1000 staff on one purpose-built campus.

We aim to develop people through learning and achievement for the benefit of themselves, society and the economy.

Our focus is on meeting regional and national education, skills and employability needs for individuals and the needs of employers in line with Government and Local Enterprise Partnership priorities.

We deliver quality education, training, employability and work-based learning solutions to thousands of organisations and learners. These include Government funded and commercial skills training and education, bespoke professional courses, employability services and regional training contracts.

Since the opening of its dedicated University Centre in 2009 we have gone from strength to strength, proactively engaging with businesses in the development of many of our vocational and degree level courses; enabling us to meet local, regional and national needs at a time of constant change and development.

As a result we have a reputation for producing learners and graduates that are highly sought after by employers.

Today Blackburn College is one of the largest colleges with a University Centre in England attracting in the region of 3,000 Higher Education students.

## Our success

- 9 out of 10 students are in work or further study within 6 months - for the 5th year in a row!\*
- Top 10 in England for Apprenticeship Success\*
- Number 1 in England for Female Apprentice Success\*
- 100% A-Level Pass Rates in 18 subjects
- 7% increase in A-Level A\*-C grades in 2017
- 5% increase in A-Level
- 5% Increase in A-Level A\*/A grades in 2017
- The College works with over 3,000 employers including BAE Systems and Senator International
- 85% of degrees approved by Lancaster University - in the top 10 Universities in the UK and The Times and Sunday Times University of the Year for 2018
- Top 25% in England for 'Assessment and Feedback'\*\*\*\*
- Student Satisfaction with the 'Quality of Teaching' - up 3 years in a row and higher than the national rate\*\*\*

\*2015-2016 SFA National Achievement Rate Tables, 16-18 advanced apprenticeships timely achievement, GFE colleges, cohort size greater than 30 & 2015-2016 SFA National Achievement Rate Tables, 16-18 advanced apprenticeships timely achievement, GFE colleges, cohort size greater than 30, females only.

\*\*Destinations of Leavers of Higher Education, known outcomes

\*\*\*National Student Survey, 2017

Over £65 million has been invested in our unique, state of the art town centre campus, developed collaboratively with employers and stakeholders to future proof the curriculum.

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We work closely with employers from a range of sectors to be an indispensable partner in supporting the economic landscape of Pennine Lancashire and beyond.

We deliver specialist, bespoke training as well as Apprenticeships, Traineeships and Professional Qualifications, all of which equip the workforce with job relevant skills that match the current employment market. Our University Centre also provides Higher Education to employers, including Foundation Degrees, Honours and Masters Degrees and Higher Level Apprenticeships.

Our employer engagement supports employability through enhancements to curriculum development, mentoring placements, volunteering opportunities and industry specialists, in the form of curriculum design and via Master classes. As a result, 9 out of 10 graduates are in work or further study six months after graduation for the fifth year running.

The College is a Diamond Ambassador of East Lancashire Chamber of Commerce and a Founder member of HIVE – The Blackburn with Darwen Business Leaders' Network.

HIVE has already become an integral part of the area's Local Strategic Partnership, which brings together leading figures from the private, public and third sectors and is Blackburn and Darwen's largest partnership body.

We are currently working with a large number of the Fab 500 (500 Lancashire businesses with highest turnover). Between these businesses, they employ 150,000 people and have total sales of £27 billion. Examples include:

- Graham & Brown – Workplace training/AAT Accountancy
- Crown Paints – CIM/Electrical/Apprenticeships
- Promethean – CIPS /Management and Apprenticeships in Management & Business Administration
- Herbert Parkinson (Part of the John Lewis Group) – Textile Apprenticeships
- Fort Vale Engineering – Range of commercial courses including Management training.

Other employers the College works with are Bowker BMW, Chorley Nissan and Northcote Manor as well as High Street names including Santander, Barclays, Boots and Marks and Spencer. 97% of employers say Blackburn College collaborates effectively with them and believe we have a clear understanding of the local skills need and opportunities.

Blackburn College is connected with more than 3,000 employers, locally and regionally. This close business engagement underpins the courses we develop to assist our business partners to remain competitive in the marketplace.

### **Community Impact**

As the third largest employer in Blackburn, the College takes a leading role in transforming Pennine Lancashire into a vibrant and successful economy, which enhances the skills, aspirations and potential of the local community.



## Location

Blackburn College is located on a modern, vibrant campus in a West Pennine town in East Lancashire at the heart of its community, close to the newly developed town centre, which was recently voted the overall winner of Great British High Street of the Year Award' in England. Blackburn town centre is only a few minutes drive to open countryside and is served by the Leeds to Liverpool canal. There are excellent commuter links by motorway or rail from key cities such as Manchester, Preston, Leeds, Lancaster and Liverpool. The College is also within an hour's drive of the beauty spots of the Lake District National Park and the Yorkshire Dales. There are excellent leisure facilities both on the College campus and within the wider community. The College in 2015 opened a new state of the art Sports facility and swimming centre on campus open to staff and students. It is presently looking at the development and creation of existing properties, in partnership with key stakeholders to develop a Health Innovation Unit; Centre for Entrepreneurship; Incubation Units for small start-up companies; and importantly facilities for research and development to inform our curriculum.



## Recruitment Schedule

Closing date for application forms to be returned	<b>9am Monday 9 April 2018</b>
Short-listed candidates informed by Assessment Centre	<b>Thursday 19 April 2018</b>
Outcome of Assessment Centre communicated by	<b>Friday 27 April 2018</b>
	<b>Monday 30 April 2018</b>

## Benefits of Working for Blackburn College

Blackburn College has great terms and conditions and an excellent benefits package available that helps to attract, motivate and retain the best people to drive forward the College's mission, vision and strategic objectives. Our benefits package is under constant review, the main benefits you will enjoy include:

- **Holidays** - We offer generous annual leave of **35 Days per annum** (pro rata for part time), plus statutory (eight) days and six discretionary days per annum. The timing of all holidays is subject to the agreement of your line manager.
- **Pension** - All Managers have the option to join the Local Government Pension Scheme or Teachers' Pension Scheme (TPS). This means that the College contributes to the pensions of its staff, staff contributions will depend on gross annual salary. Newly appointed staff will automatically be included in a Scheme unless they make a declaration to opt out. Details of the Pension Schemes will be issued upon appointment.

Further details can be found in the "Small Print" document on our website.

## How to Apply

To apply for the position of Executive Dean: Higher Education, please download and complete an application form, addressing the person specification criteria, from the College's website and submit by the closing date indicated above. A CV can be included with your application form for this post.

Further details can be found in the document "How to Apply and What To Expect".

## Further Documents – available from website

1. How to Apply and What to Expect
2. Job Description and Person Specification
3. Small Print (Benefits Associated with the Post)

