

Vice Principal – Student Experience and Innovation Recruitment Pack



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equality@slc.ac.uk or 01355 807382





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The Organisation

South Lanarkshire College has three strategic Priorities: Successful Students; Highest-Quality Education and Support; and Sustainable Behaviours

Student attainment rates are increasing and almost all full-time students enter a positive destination on course completion, including progressing directly to a job.

East Kilbride, the sixth largest conurbation in Scotland is fast-growing, with new homes under construction and planned over the next five years. Around 5,000 students and 350 staff are accommodated in our 5.5-hectare campus.

Our low-energy buildings have won multiple awards for their innovative and sustainable credentials and for their positive, widespread impact on promoting sustainable behaviours. We've delivered growth in activity of nearly 10% over the past 10 years alongside a programme of campus change. Our curriculum covers all levels across Access, Senior Phase, Foundation Apprenticeships, Modern Apprenticeships, Scottish Wider Access Programmes, Further Education, Higher Education, unique industry-led qualifications and a Degree programme.

We are a multiple award-winning organisation with consistently high student attainment rates. This reflects the commitment of our staff, their enthusiasm, positive ethos and culture which transmits to our students and has a positive impact on student outcomes.

In addition to holding the Investors in People, We Invest in People accreditation, the College recently became the first college in Scotland to achieve platinum level in We Invest in Wellbeing. The College is also a Disability Confident Employer, a Carer Positive Engaged Employer, and holds the LGBT Youth Scotland Silver Award.

We deliver our high levels of student outcomes on a turnover of £15 million per year. Our staff work activity in key partnership arrangements with Local Authorities, Skills Development Scotland (SDS), employers and the Scottish Funding Council. Our college is assigned to the Regional Strategic Body, known as the Lanarkshire Board. We contribute positively to outcomes for students in Lanarkshire and also to the wider Glasgow City Regional Deal area.



Colleges in Scotland

Scotland's colleges play a crucial role in the delivery of education and training to young people and adults of all ages and are seen as a key means of improving the economic and social wellbeing of the people of Scotland.

Colleges offer a wide range of qualifications and courses at further and higher education levels across a diverse curriculum, including vocational education and training - to a very broad range of people and communities.

With enrolments of over 200,000 annually and a geographical coverage that extends from all the major towns and cities to remote rural areas, the sector is central to the Government's economic growth, education, employability and social inclusion agendas.



Vice Principal – Student Experience and Innovation

Advert

Permanent, Full-Time
£90,000 per annum

South Lanarkshire College delivers outcomes that exceed all sector norms across a range of students, staff and financial performance indicators.

It has a diverse and inclusive culture, attracting students from a huge variety of backgrounds and abilities, enabling them to achieve their very best. The College has an impressive and enviable track record with ambitious plans for the future.

We are seeking a Vice Principal for Student Experience and Innovation to lead the development and execution of innovative approaches to enhance student learning, engagement, and overall experience at the college. This role involves driving the integration of cutting-edge teaching methods, including blended and digital learning, to ensure students receive a forward-thinking and high-quality education, while ensuring a cost-efficient approach.

The Vice Principal will also be responsible for building and nurturing strategic partnerships with industry, businesses, and community organisations to create real-world learning opportunities, enhance employability outcomes, and foster collaboration that benefits both students and the institution. By aligning curriculum design with the needs of the workforce and expanding commercial opportunities, this role is key for positioning the college as a leader in education innovation and industry engagement.

The postholder may be required to deputise for the Principal & Chief Executive representing the College at both internal and external fora, will maintain effective relationships with local, regional and national agencies/stakeholders and develop effective relationships with employers and the Scottish and UK Governments.

The **Protecting Vulnerable Groups (PVG) scheme** is a membership scheme for people who do regulated work with children and vulnerable adults. This post is considered Regulated Work with Children under the Protection of Vulnerable Groups (Scotland) Act 2007. Successful applicants will be required to become members of the relevant PVG scheme or undergo a PVG Scheme update check prior to a formal offer being made by South Lanarkshire College.

Application Process: To apply for the post, please complete an application form and return this to humanresources@slc.ac.uk by the closing date of Wednesday 5th February 2025.



The Board of Management of South Lanarkshire College is a charity registered in Scotland.
Registration number SC021181.



Job Description

Why join South Lanarkshire College?

South Lanarkshire College is a place where creativity and enterprise meet education, and we are looking for a Vice Principal who is ready to help us shape the future of education. If you are passionate about providing an exceptional student experience and forging strong industry links to ensure our students gain the skills needed for success, we encourage you to apply.

Main Duties and Responsibilities

Leadership and Strategy

- Provide visionary leadership to the Student Experience and Innovation activities, ensuring alignment with the college's mission and strategic objectives.
- Collaborate closely with the Principal, Senior Leadership Team, and academic departments to drive the integration of innovative teaching methods, blended learning, and industry-aligned curriculum offerings.
- Foster a student-centred culture, promoting an exceptional experience for all learners and focusing on retention, engagement, and employability.
- Lead the development and implementation of a curriculum that balances academic excellence with practical, commercial, and industry-driven skills.
- Promote a collegial, inclusive, and results-driven environment where staff and students can thrive

Strategic Partnerships

- Working closely with the Vice Principal Finance, Resources and Sustainability seek to identify and capitalise on commercial business opportunities that align with the college's strategic goals and enhance its financial sustainability.
- Identify and develop new commercial and business partnerships that align with the college's mission and help provide real-world learning experiences for students.
- Develop and manage revenue-generating initiatives that link with the curriculum, including the design and delivery of bespoke training programs for businesses, workforce development, and other commercial services.

- Work with external partners, industry leaders, and governmental bodies to understand sector trends and ensure the curriculum is agile and responsive to changing business and technological landscapes.
- Ensure that the college's commercial strategy is integrated into the student experience, aligning skills development with market demands

Innovation and Skills

- Oversee the design and delivery of curricula that reflect the current and future needs of the labour market, fostering collaboration between academic teams and industry stakeholders.
- Work closely with areas to ensure that the curriculum is designed to reflect current and future industry trends, preparing students with the skills necessary for success in the workforce.
- Support curriculum teams in embedding employability skills, entrepreneurship, and innovation to prepare students for future employment opportunities
- Lead the development and implementation of innovative, student-centred approaches to learning, including blended learning (combining in-person and online learning) and the use of digital tools and technologies.
- Champion the integration of emerging technologies and teaching methodologies to enhance engagement, accessibility, and student outcomes.
- Embed, through a focus on quality enhancement, an ethos of success, fostering high aspiration, ambition and levels of retention and attainment, promoting positive progression by learners at all levels.
- Lead the College self-evaluation and reporting process aligned to the Tertiary Quality Enhancement Framework, maintaining a culture of continuous quality improvement.

Student Experience and Support

- Ensure the creation of a nurturing and inclusive environment that supports diverse student needs, focusing on accessibility, wellbeing, and academic achievement.
- Develop strategies to monitor and improve student satisfaction and outcomes, using feedback to drive continuous improvements in service delivery.
- Implement initiatives that support the holistic development of students, including meta skills, personal development, and opportunities for co-curricular activities.

Financial and Resource Management

- Working with the Vice Principal for Finance, Resources and Sustainability to ensure that there is a cost effective and financially sustainable curriculum offer, new initiatives are financially sustainable and contribute to the long-term goals of the institution.

The Board of Management

- Attend South Lanarkshire College Board of Management committees and meetings with a specific remit for the Learning, Teaching and the Student Experience Committee.
- Work collaboratively with New College Lanarkshire and in partnership with the Lanarkshire Regional Strategy Body as appropriate and attend relevant committee and Board meetings.

Other Duties

- Promote fair access and equity for all, advancing equality and diversity in all aspects of college operations.
- Develop talent, inspire innovation and create organisational capacity by encouraging continuing professional development to ensure all staff achieve their full potential.
- Comply with the requirements of the regulatory framework for the College, both as a service provider and an employer, in particular the Data Protection Act, the UK General Data Protection Regulations and the Freedom of Information Act.
- Ensure the Health and Safety of staff and learners by exercising a duty of care for personal health and safety and that of others who may be affected by their actions.
- Carry out any other duty commensurate with the post as required by the Principal.

Support

You will be supported directly in exercising these responsibilities by a highly professional, dedicated and experienced team including:

- Associate Principals and Curriculum Managers
- Head of Student Services
- Curriculum Manager – Quality

Communications (Internal & External)

The Vice Principal will communicate regularly, using a variety of methods, with key stakeholders including: the Scottish Funding Council, Skills Development Scotland, Colleges Scotland, the Quality Assurance Agency, Education Scotland (Her Majesty's Inspectorate of Education and employers), the Lanarkshire Regional Board and employers.

The post-holder has key internal working relationships with staff at all levels, but specifically the College's Board of Management and Senior Leadership Team to develop strategy, review College performance and provide effective leadership.

The post-holder is required to develop strategic relationships with key partners and stakeholders both internal and external to the College in support of their portfolio of responsibilities.

Assignment and Review of Work

The Vice Principal will have significant autonomy in setting objectives and responsibilities for this role, within broad parameters established by the Board, Principal and Senior Leadership Team and will be accountable for delivery of these objectives.

Specific personal objectives will be agreed with the Principal based on an approved College strategy.

Working Environment

The postholder will be office based and may be travelled to travel, mainly within Scotland, to meet College objectives.

Person Specification

Qualifications

Essential

- A proven track record in senior leadership, preferably within higher or further education, with a focus on innovation of the student experience, and demonstrable experience in creating partnerships.

Desirable

- Postgraduate qualification in education, business, or a related field.

Experience

Essential

- Experience in managing or leading commercial initiatives, with a solid understanding of how business activities integrate with educational strategies.
- Able to demonstrate the management of financially sustainable curriculum offering and financial acumen.

Desirable

- Experience in building strategic partnerships with industry stakeholders, business organizations, and external agencies.

Skills and Knowledge

Essential

- Strong understanding of the Scottish education system, curriculum design, and skills development frameworks.
- Expertise in blended learning environments and innovative teaching methodologies.
- A forward-thinking approach to integrating digital tools and technologies into learning and teaching.
- Excellent communication, interpersonal, and leadership skills, with a collaborative, student-focused approach.

Desirable

- Knowledge of current industry trends in key sectors such as technology, engineering, healthcare, and business.
- A passion for creating innovative, inclusive, and supportive learning environments.



Corporate Statement & Values

Vision

To be Scotland's leading College: delivering excellence.

Mission

Preparing learners well for their future, in an outstanding learning environment and inclusive community.

Values and culture

We are:

- inclusive and diverse
- passionate about our roles and responsibilities
- continually improving
- high achieving
- reducing our environmental impact
- delivering community and social value
- committed to health, safety and wellbeing
- creative and innovative
- a listening organisation





One College, for all you want to achieve