

Gateshead College

Deputy Principal: Finance & Resources

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March 2026



D O D D P A R T N E R S

— BOARD & EXECUTIVE SEARCH —

www.doddpartners.com

Job Specification

Senior Post Holder

Reports to the Principal and Chief Executive

Purpose

To provide strategic leadership across Gateshead College's corporate services portfolio (including finance, procurement, audit, risk, estates, IT, sustainability, data and funding), ensuring the organisation is financially sustainable, operationally resilient and able to deliver the College's Strategic Plan.

As Deputy to the Principal and Chief Executive, the postholder will play a central role in shaping organisational strategy, driving transformation, strengthening external partnerships, and ensuring that the College meets its legal, ethical and regulatory obligations while making the most effective use of all its resources.

Responsible for the strategic leadership of a range of corporate services including Finance, Procurement, Audit, Risk Management, Estates and Facilities, Data and Funding and IT.

Key Responsibilities

- Work with the Principal and Chief Executive to develop, maintain and deliver an effective financial strategy and decision-making framework, providing high quality financial insight, analysis and reporting as required.
- Lead the annual budgeting cycle and ensure strong financial controls and compliance across the College, including debt management, funding and finance regulation.
- Lead all internal and external audit requirements across the College.
- Lead strategic and operational risk management across the College, ensuring risks are proactively identified, assessed and mitigated, and that reporting and assurance processes are in place.
- Manage the College's insurance arrangements, ensuring appropriate levels of cover.
- Deputise for the Principal and Chief Executive, representing the College internally and externally, leading on cross-college matters when required, and exercising delegated authority to provide continuity, credibility and confidence to learners, staff, partners and the community.

Financial Planning, Analysis & Accounting, Treasury and Procurement

- Produce monthly management accounts, annual budgets, medium-term financial plans, capital spending programmes, statutory accounts, funding body returns and other ad hoc financial reports as required.
- Have strategic oversight of the College's treasury function, ensuring safeguarding of funds, maximising investment returns, strong cashflow forecasting, effective stakeholder relationships and full compliance with financial and funding regulations.
- Provide strategic leadership of the procurement function, ensuring effective, compliant procedures and value for money across the College and its subsidiaries.

Estates and Facilities

- Lead the strategic direction for the College's estate, ensuring it reflects the organisation's brand and values, delivers consistent high-quality and inclusive experiences across campuses and supports community engagement.
- Use data, benchmarking and curriculum strategy and plans to shape estate needs, optimise space and ensure efficient project delivery.
- Drive collaborative estate development and investment with partners to maximise third-party facilities, support an agile curriculum, and maintain high standards of safety, accessibility, inclusion, sustainability and operational excellence.

Exams, Funding and Data

- Ensure the accurate, timely preparation and submission of all statutory, funding and statistical returns required by stakeholders and funding bodies (including ESFA, Ofsted and auditors) and oversee all FE and ILR funding submissions to maintain full compliance.
- Act as the Senior Responsible Officer for ESFA Subcontracting, ensuring robust oversight of compliance and safeguarding the College from legal, audit or financial risks through effective systems, governance and reporting.
- Provide high-quality strategic funding intelligence, including accurate and informative reports, and deliver expert advice on FE funding rules, learner eligibility, entitlements and guidance.

IT

- Provide strategic leadership of IT services, ensuring alignment with the College's objectives and operational priorities, alongside oversight of infrastructure, networks and service delivery to guarantee reliability and resilience.
- Lead IT governance, compliance and risk management, including cybersecurity and data protection, ensuring robust controls and a secure operating environment.
- Collaborate with the executive lead for digital strategy to ensure IT systems enable innovation, digital learning and the wider digital transformation agenda.

Sustainability

- Provide strategic, college-wide leadership for sustainability, ensuring alignment with the Sustainability Strategy and Strategic Plan, driving cross-departmental collaboration and accountability.
- Oversee delivery of sustainability objectives, compliance with environmental legislation and effective implementation of sustainability policies, action plans and performance monitoring.

Executive Responsibilities

- Act as an ambassador for the College's values (Respect others; Take responsibility; Have courage; Be creative; Work together), embedding and demonstrating them in decision-making, leadership behaviours and service delivery to ensure alignment across all functions.
- Contribute to creating the conditions where every learner can grow in confidence, resilience and readiness for work and life. Champion our commitment to Employment Edge for Everyone, supporting your teams to do the same; making sure that together we ensure every learner has the opportunity to thrive.
- Provide strategic, forward-looking leadership, ensuring all decisions align with the College's Strategic Plan. Lead areas of responsibility with clarity, developing and delivering strategies that place learners at the centre, monitoring, measuring and reporting on strategic progress. Demonstrate collective executive leadership and oversight as part of the Executive Team, modelling the highest standards of professionalism and accountability and ensuring decisions are communicated and implemented consistently across the College.
- Promote an inclusive culture across the College, championing diversity and equality of opportunity while role-modelling behaviours that foster a sense of inclusion, respect and belonging for our learners, staff, partners, and visitors.
- Embed a strong health and safety culture across the College, ensuring compliance with the College Health and Safety Policy and legislation while role-modelling best practice and promoting proactive risk management through visible commitment and engagement.
- Uphold safeguarding responsibilities for children and vulnerable adults, ensuring compliance with Keeping Children Safe in Education (KCSIE) and Prevent duties, and ensuring effective reporting and monitoring frameworks.
- Ensure effective governance support by preparing high-quality Board and Committee papers that enable informed decision-making. Build and maintain strong relationships with governors and Committee chairs, acting as a key liaison to facilitate engagement and clarity. Attend and contribute to Board and Committee meetings, meeting all deadlines for papers and reports, and ensuring compliance with governance frameworks and regulatory, legal, ethical and financial requirements.
- Identify, assess, and manage strategic risks within your area of responsibility, ensuring mitigation plans are in place and reporting is aligned with the College's risk management framework.

- Provide visible, values-driven leadership that empowers managers and teams to deliver excellence. Build capability through continuous development and succession planning. Ensure people are engaged, supported, and equipped with the skills and confidence to innovate, adapt, and achieve the College's Strategic Plan.
- Champion and role-model digital innovation and transformation across the College. Ensure digital principles are embedded in teams to improve quality, effectiveness and efficiency, and actively drive and support the associated cultural change.
- Actively promote and embed sustainability principle (environmental responsibility, social value, and financial sustainability), driving innovation, continuous improvement and delivery efficiencies throughout your area of responsibility and across the College. Ensure managers you lead integrate these principles into their decisions and practices and work collaboratively with the Executive Team to advance the College's sustainability objectives.
- Champion evidence-based decision-making by ensuring managers within your remit use data and insights to inform planning, monitor performance and drive improvement. Support the wider Executive Team in embedding a culture of transparency and accountability through robust analysis and reporting.

Other

- Carry out any additional duties or responsibilities, which may from time to time be required by the Principal and Chief Executive or the Board following appropriate consultation, to support the College's ongoing sustainability, effectiveness and strategic progress.

Person Specification

Qualifications

You will be a qualified account with degree (or equivalent) and recognised qualification (ACA/ACCA/CIMA). You will have evidence of, and a commitment to, on-going professional development.

Essential Experience

- Extensive senior financial leadership experience in a complex, highly regulated environment such as further education, higher education, local government, NHS or wider public/chartered bodies, with a track record of delivering organisation-wide financial strategy, governance and long-term planning.
- Deep understanding of public-sector financial regulation, statutory audit requirements, funding mechanisms (ideally including FE/ESFA funding), financial compliance and risk management frameworks.
- Evidence of leading major organisational programmes or multi-disciplinary portfolios, delivering outcomes on time and within budget, and managing significant operational or capital investments.
- Experience working with or overseeing estates, facilities or capital development functions, with an understanding of long-term estate planning, sustainability priorities and health, safety and accessibility expectations.
- Strong experience of data-driven decision-making using analytics, forecasts, risk modelling and scenario planning to support strategic direction, including in areas such as curriculum planning, estate utilisation or digital transformation.
- Proven success in building and maintaining external partnerships (regulators, auditors, employers, local authorities, funders, partners or sector networks) to deliver shared objectives and influence strategic outcomes.
- Experience leading high-performing teams across multiple disciplines, fostering collaboration, accountability and a culture aligned to institutional values and strategic goals.
- Experience of working with and reporting to Boards and Board Committees.

Essential Skills

- Ability to provide clear strategic vision across a wide corporate portfolio (finance, estates, IT, sustainability, procurement, data and funding), setting direction, shaping long-term plans and ensuring alignment to organisational strategy.

- Skilled in leading transformation, driving organisational improvement, and navigating complex political, regulatory and sector landscapes.
- Excellent influencing and relationship-building skills, able to establish credibility quickly with the Board, regulators, funders, auditors, employers, local authorities and strategic partners.
- Ability to be a confident ambassador, representing the College at senior external forums, sector bodies and strategic discussions.
- Excellent financial, analytical and modelling skills, including scenario planning, risk analysis and data-driven decision-making.
- Ability to interpret complex financial, legislative and policy information, and translate it into clear guidance and strategic recommendations.
- Strong understanding of financial governance and regulatory compliance in a public-sector or education context.
- Ability to lead multi-disciplinary professional teams (finance, estates, IT, sustainability, procurement, funding and data), building high performance and shared accountability.
- Skilled in prioritising and balancing competing demands across operational, compliance and strategic objectives.
- Able to operate with sound judgement in complex, ambiguous situations, taking decisions that balance strategic ambition with risk, regulation and organisational capacity.
- Highly effective communicator with the ability to convey complex issues to diverse audiences — including Board members, staff, regulators, partners and external stakeholders.
- Ability to produce high-quality, concise reports, business cases and strategic analyses.
- Strong leadership behaviours that model the College's values and foster a culture of collaboration, inclusivity, accountability and continuous improvement.

Desirable

- Experience in FE or another education provider, particularly with ESFA funding, ILR submissions, subcontracting oversight or Ofsted engagement.
- Experience leading IT service transformation, cybersecurity governance or complex infrastructure programmes.
- Experience leading sustainability programmes in a large organisation.
- Experience providing leadership at Executive or Deputy Principal level or acting as formal deputy to a Chief Executive.

Terms

Remuneration

The remuneration for this position is highly competitive and commensurate with the role's requirements.

Annual Holidays

The annual leave entitlement is 38 days per annum, plus recognised public holidays.

Pension Scheme

The holder of this post will have access to an LGPS or Teachers' Pension Scheme.

Relocation Package

Relocation support will be in line with HMRC guidelines.

Checks

This appointment is subject to satisfactory pre-employment references and DBS clearance. We operate a policy of Safer Recruitment under KCSIE Guidance.

Timeline

The following timeline is indicative and should only be used as a guide. This may be subject to change.

Process	Date
Close for Applications	9:00 am Tuesday 7 th April 2026
Interviews with Dodd Partners	w/c 13 th April 2026
Shortlist Meeting	w/c 20 th April 2026
Interviews with Gateshead College	To be confirmed 2026

How to Apply

Dodd Partners are undertaking the recruitment process on behalf of Gateshead College. If you wish to apply for this position, please supply the following:

- A covering letter highlighting your suitability and how you meet the **Essential Experience** criteria detailed within the Person Specification, along with your current remuneration details.
- A comprehensive CV setting out your career history, with responsibilities and achievements.
- All applications should be emailed to Dodd Partners at your earliest convenience and no later than **9am Tuesday, 7th April 2026**, to contactus@doddpartners.com clearly marked with reference number **DP3154**.

Should you wish to have an informal discussion about the role, please contact John Dodd on 07545 431 848 or 01244 738 450. Alternatively, email: [johndodd@doddpartners.com](mailto: johndodd@doddpartners.com)