



Candidate Brief

Deputy Principal Curriculum & Quality

City College Plymouth

Contents

City College Plymouth

Vision, Mission, Principles & Values

Plymouth, Britain's Ocean City

Job Specification

Person Specification

Terms

Timeline

How to Apply

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

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City College Plymouth

City College Plymouth is a large and dynamic further education provider at the heart of the city. With roots dating back to 1887, when it began as the Plymouth and Devonport Technical College, the College has a long-standing tradition of delivering high quality, career-focused education that supports the region's economy.

Today, City College Plymouth is an award-winning vocational and technical college, offering both further and higher education. With a group turnover of £41 million, the College is a major contributor to Plymouth's educational, cultural and economic life. In 2024, Ofsted rated the College as 'Good', recognising its strong leadership and high standards for student behaviour.

The College provides courses for students aged 14-16, 16-18 and adults. Programmes span from pre-entry to higher education, educating and supporting more than 12,000 students annually, including over 1,500 apprentices. As Plymouth's largest provider of full-time 16-18 education, the College serves as the anchor institution for skills, both locally and beyond.

The College operates from three locations across the city, with the majority of provision based at the Kings Road campus. Marine carpentry and additional construction programmes run from our Picquet location and higher



education marine provision runs out of the Centre for Higher Technical Innovation & Maritime Skills at the heart of the Oceansgate Marine Enterprise hub.

To ensure long-term sustainability and adaptability, the College has developed strategic actions to be delivered over a 10-year period. These actions serve as guiding frameworks, providing focus and direction while retaining the flexibility to respond to emerging opportunities that align with industry and community needs. They concentrate on high-growth, high-demand sectors, ensuring alignment with both regional priorities and national agendas.

The plans directly support the Skills 4 Plymouth Local Authority Plan and align with the Local Skills Improvement Plan, reinforcing the College's commitment to meeting the skills needs of the local and regional economy.

By aligning skills development with key economic drivers, the College ensures that businesses, industries and individuals have the training and expertise needed to thrive in an evolving economy. Through long-term planning, strong employer engagement and strategic investment in state-of-the-art training facilities, the College is future-proofing Plymouth's workforce while strengthening its position as a national leader in technical and vocational education. In addition, integrating green and blue skills, driving digital transformation and prioritising workforce upskilling, the College is not only supporting economic growth but also ensuring that no one is left behind as the city's landscape continues to evolve.

The College creates a learning environment and organisational culture that promotes wellbeing and sustainability, enabling our staff and students to reach their full potential. We leverage Plymouth's heritage as Britain's Ocean City to broaden our students' horizons, preparing them for global opportunities while supporting innovation and productivity in the local economy.

Through inclusive teaching and a curriculum that encourages learning without limits, we contribute to the health, well-being and life chances of our community.

Vision, Mission, Principles and Values

Vision

The learning destination of choice.

Mission

Learning without limits.

Our Guiding Principle

City College Plymouth has a learning environment and an organisational culture that impacts positively on the health, wellbeing and sustainability of our community, and enables all of our students and staff to achieve their full potential.

Underpinned with Digital, Equity Equality Diversity and Inclusion (EEDI), wellbeing and sustainability threading through everything we do.



Values

- Respect
- Ownership
- Integrity

Plymouth: Britain's Ocean City



Plymouth is a vibrant and attractive city with a unique combination of coastal lifestyle, history and modern regeneration. Britain's Ocean City blends a lively historic waterfront with contemporary developments, including the Barbican, Royal William Yard and Plymouth Hoe, offering a rich mix of cultural, dining and leisure experiences. Access to the South West Coast Path, extensive beaches and the dramatic landscapes of Dartmoor makes outdoor recreation easy and varied, supporting an active lifestyle.

The city's well-connected travel networks make exploring Plymouth and beyond effortless. Efficient trains link Plymouth to nearby towns and cities, while an extensive bus system navigates both central areas and surrounding neighbourhoods. Scenic ferry routes along the waterfront offer a unique perspective on the city and convenient access to neighbouring coastal destinations.

The city has a growing and diverse economy, with strengths in maritime, defence, advanced manufacturing and professional services. Recent investment in the naval dockyard and marine technology sector continues to strengthen local employment and innovation.

Plymouth offers an attractive cost of living compared with many other parts of England. Housing options include waterside apartments, Georgian terraces, modern developments and family-friendly suburbs. The city also provides a good range of schools, cultural and recreational facilities, and a smaller urban scale that reduces commute times.

Cultural and civic amenities continue to grow and flourish. Theatres, galleries, music venues, festivals and community events complement a thriving food and hospitality scene. The combination of city amenities, accessible coastline and nearby countryside creates a lifestyle that balances professional and personal opportunities, making Plymouth a compelling place to live, work and explore.

For more information about the College, please visit: www.cityplym.ac.uk

Job Specification

Job Title: Deputy Principal – Curriculum & Quality
Reports To: Chief Executive & Principal

Purpose

To provide strategic senior leadership and operational oversight of curriculum and the quality of teaching and training, inclusion, and student participation and development across the organisation. The role ensures that the curriculum is ambitious, employer-focused and inclusive, enabling the best possible outcomes and progression for students and apprentices, and that teaching and professional development meet the highest standards.

Key Responsibilities

Strategic Curriculum Leadership

- Develop and implement a vision for the curriculum that:
 - reflects the organisation's values
 - is informed by accurate self-assessment
 - meets the Renewed Ofsted Inspection Framework requirements, and
 - reflects local and national skills, employment and training priorities.
- Ensure curriculum intent is ambitious, broad and balanced, supporting progression for all students and apprentices, including those with SEND. The curriculum must equip all students and apprentices with essential knowledge, skills and behaviours for their next steps.
- Lead on curriculum innovation, embedding evidence-based teaching practices and digital learning strategies.
- Align curriculum and teaching priorities with organisational improvement plans and statutory requirements.
- Work collaboratively with colleagues to ensure that the College has current and future capacity and capability to deliver the planned curriculum.
- Provide leadership in raising standards for teaching and learning.
- Ensure that strategies for student retention and achievement are in place and implemented consistently and effectively, achieving higher standards year on year.
- Provide inspirational and dynamic leadership, motivation and management to ensure that staff meet or exceed agreed targets.



Teaching and Learning Excellence

- Oversee the planning and delivery of the curriculum to ensure consistency and impact on outcomes and the student learning experience.
- Oversee the monitoring and evaluation of teaching and training quality through robust systems, including lesson observations, student outcomes, staff feedback and achievement data.
- Engage with employers, awarding bodies and external stakeholders to ensure curriculum relevance and an appropriately tailored approach. Ensure that employers' needs are met.
- Understand and address all barriers to ensure inclusive participation and development for all students and apprentices.
- Drive forward robust quality improvement planning and the self-assessment process to ensure accurate and targeted action results in sustainable change.
- Use appropriate methods to assure monitoring and evaluation of the impact of quality improvements.

Professional Development

- Design and lead a comprehensive CPD strategy aligned with the Renewed Ofsted Framework and sector best practice, focusing on pedagogy, subject knowledge and leadership development.
- Promote a culture of continuous improvement and reflective practice.
- Oversee mentoring for new lecturers and support for industry specialists transitioning into teaching.
- Ensure the development of appropriate methodologies for inclusive and personalised learning.

Leadership and Management

- Be the College's Designated Safeguarding Lead.
- Be the Ofsted Nominee for the College, providing leadership and guidance across the institution.
- Create a positive, safe and inclusive culture that prioritises staff well-being and workload management.
- Use resources effectively to maximise impact on teaching and learning.
- Engage with governors, trustees and external partners to provide assurance on curriculum and teaching standards.
- Oversee staff well-being and workload, at all levels of the organisation.

Accountability and Impact

- Lead self-assessment and improvement planning for curriculum and teaching areas.
- Provide clear evidence of impact on learner progress and outcomes, as required by Ofsted inspections and other regulatory bodies.
- Report regularly to executive leadership colleagues and governing bodies on performance against strategic objectives.

Note

This role profile is intended to provide an overview of the role in the context of the ambition of City College Plymouth.



Person Specification

Qualifications

PGCE/Certificate in Education/Qualified Teacher Status with evidence of, and a commitment to, ongoing self-development and training.

Essential Experience

- Strong inspirational leadership and significant senior management experience in FE, with an in depth understanding of the sector and the challenges that it currently faces.
- Track record of senior leadership in a curriculum management role across a broad offer and all levels, gained in a wide range of subject areas and/or institutions.
- Successful and sustained record of developing systems and processes which have resulted in raising quality and improving teaching standards in a sustained way in FE.
- In-depth knowledge of the Education Inspection Framework and its application to FE provision.
- Experience of leading an institution through a successful Ofsted inspection.
- Detailed understanding of internal and external assessment and verification systems as applied to FE.
- Excellent stakeholder working skills; building relationships internally and externally, with a focus on aligning curriculum to employer and community needs.
- A strong track record of leading and managing change successfully, with demonstrable improvements in service delivery and operational effectiveness whilst managing risk and driving quality improvement philosophy.

Personal Attributes

- An innovator and motivator who promotes new thinking to achieve change and continuous improvement, both in individuals and across the organisation.
- An active networker with the ability to develop positive relationships and productive partnerships within local and national government, education and the community.
- Ability to communicate effectively with a diverse range of people at all ages and levels.
- Strong belief in inclusivity and commitment to education and training across the whole college.
- Self-aware and confident with high professional standards and the capacity to work under pressure.
- Undisputed personal integrity and a personal style that demonstrates authority and commitment with a proven track record of insightful judgement and delivering against organisational objectives.
- Capacity to be financially prudent with clear analytical mindset to manage complex and informative data.
- Strong negotiating and influencing skills, and the ability to convince through personal credibility.



Skills and Competencies

- Ability to lead, inspire and motivate staff and to cultivate an environment of continuous improvement.
- Ability to lead change and inspire high performance.
- High-level analytical, interpersonal and communication skills.
- Proven track record of improving teaching quality and learner outcomes.
- Strategic thinking and vision setting.

Context

City College Plymouth expects staff to:

- work within the context of the College's core values, code of conduct, quality requirements and ethos of continuous improvements
- undertake their duties in accordance with College policies and procedures
- keep abreast of developments in their own area of expertise and undertake staff development opportunities where identified and approved, subject to funding
- undertake such other duties commensurate with the grade of the post as may be reasonably be required
- you may be required to be trained to administer First Aid.

Terms

Remuneration

The remuneration for this post is highly competitive and commensurate with the needs of the role.

Annual Holidays

The annual leave entitlement is 35 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.

How to Apply

The recruitment process is being undertaken by Dodd Partners on behalf of City College Plymouth. 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, to contactus@doddpartners.com, clearly marked with reference number DP3139.

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