



education  
training  
collective

# Candidate Brief

## Deputy Chief Executive

### The Education Training Collective (Etc.)

#### Contents

- The Education Training Collective (Etc.)
- Vision, Purpose, Values & Voice
- The Tees Valley
- 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

— BOARD & EXECUTIVE SEARCH —

## The Education Training Collective (Etc.)

The Education Training Collective (Etc.) is a leading group of vibrant colleges and training providers offering high quality education and training opportunities for learners, communities and businesses in Teesside and across the UK. Incorporating Bede Sixth Form College, Innersummit, NETA Training, Redcar & Cleveland College and Stockton Riverside College, we provide a full range of courses, training, and apprenticeship opportunities, as well as professional and commercial courses.

We create opportunities for our students, communities and businesses by raising aspirations, equipping people with the skills they need to get into work and to build rewarding careers, and solving the skills needs of industry and key growth sectors. We are driven by the twin missions of empowering learners from all backgrounds and communities to achieve their full potential and enabling employers to find and develop the workforce they need to succeed and grow.



*Etc. is an abbreviation of et cetera, a Latin expression, meaning “and similar” or “and so on.” Et cetera is future facing, indicative of progress and what’s coming next.*

In recent years, Etc. has made significant investment in improved student facilities, industry standard equipment and services, and benefits from shared resources, best practice and expertise to create greater learning opportunities for students and to ensure a cohesive and effective transition across the group.

A recent Ofsted report for the group praised the positive impact it is having on its students and residents, raising aspirations and delivering the skills needed to achieve their ambitions and help them find work.

During a monitoring visit, inspectors found staff are “passionately committed to ensuring all learners receive the best possible teaching”.

Ofsted also recognised the close partnership work between the college group, local authorities and employers, which is helping to address skills gaps and meet the wider economic needs of the area – a resurgent Teesside.



With a growing reputation, locally, regionally and nationally, for its successful emphasis on collaboration, Etc. actively builds relationships with partner organisations from the private, public and third sectors, with the ability to offer a flexible demand-led and responsive approach.

## Etc. Colleges & Training Providers

### Bede Sixth Form College



etc.

Raising aspirations and providing opportunities for students to reach their potential is a fundamental part of the vision at Bede Sixth Form College. The college offers a variety of A level and A level equivalent courses, as well as full-time opportunities in Sport and Public Services. The college has also introduced some higher education courses for adult learners in the legal sector. Supporting sporting excellence, Bede is a TASS accredited college, with a dedicated sports centre situated on its site in Billingham. [www.bede.ac.uk](http://www.bede.ac.uk)

### NETA Training



etc.

NETA Training has a reputation for delivering quality engineering, construction and maintenance training to students and industry professionals. From its two sites in Stockton, students are prepared for the technical and safety skills required by today's workplace. NETA's team of instructors have many years of industry experience between them and practical training takes place in workshops, using industry-standard equipment, and replicating the real working environment. [www.neta.co.uk](http://www.neta.co.uk)

### Redcar & Cleveland College



etc.

Offering fantastic learning opportunities, Redcar and Cleveland College delivers an extensive selection of vocational courses, apprenticeship training and higher education courses. Determined to raise aspirations and provide quality training opportunities to its surrounding communities, the college takes pride in its role building skills and ambition in Redcar and Cleveland. [www.cleveland.ac.uk](http://www.cleveland.ac.uk)

### Stockton Riverside College



etc.

Stockton Riverside College offers a wide range of vocational courses, apprenticeship training, professional and higher education courses from its campus in Thornaby. Committed to providing the best possible opportunities for all its students, the college is recognised for its welcoming atmosphere, offering a friendly learning environment, with its learners always at heart. [www.stockton.ac.uk](http://www.stockton.ac.uk)

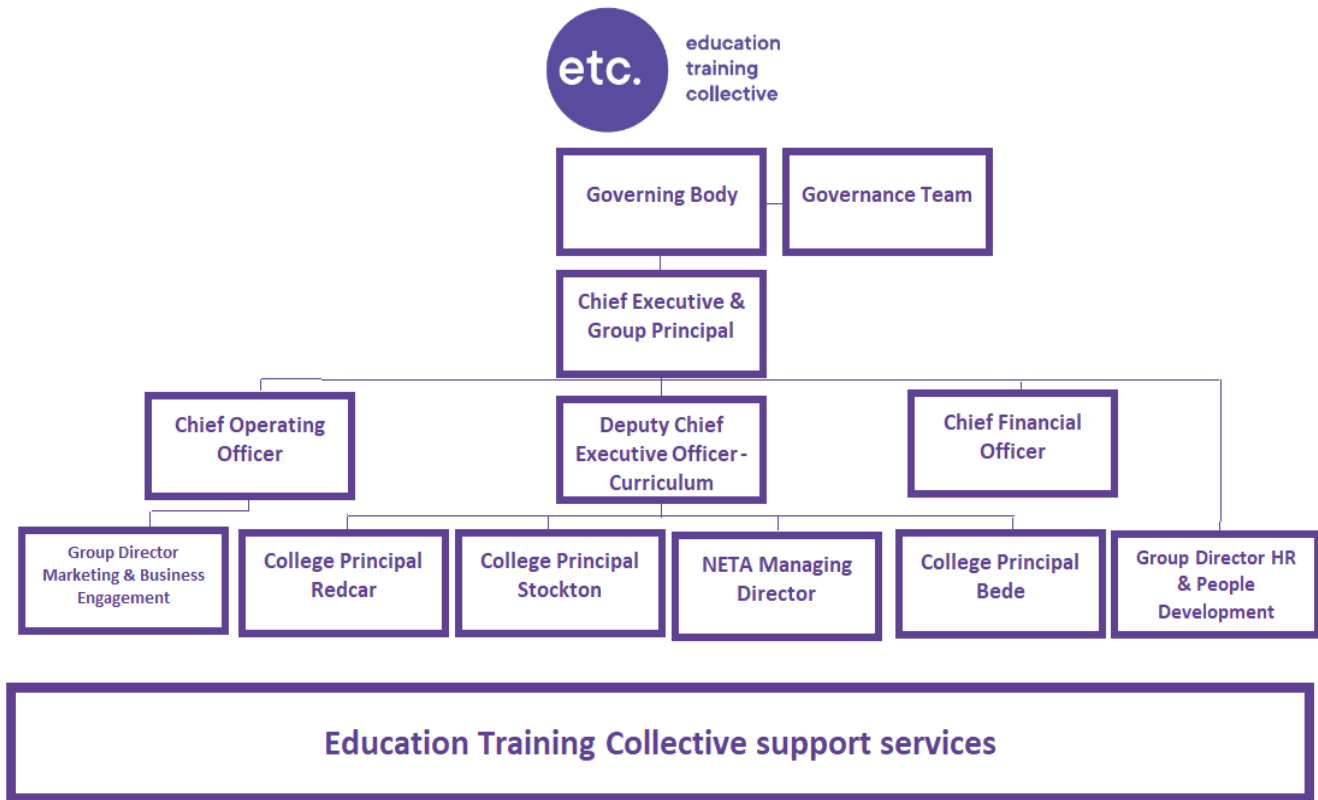
### Innersummit



etc.

Innersummit is a leading provider of employer focused training solutions that empower individuals and organisations to achieve their full potential. Innersummit offer a wide range of high-quality courses that are designed and delivered by sector specialists to address skills gaps and enhance performance.

## Structure Chart



## We are Outstanding

The Education Training Collective was rated as Outstanding by Ofsted in March 2025. Ofsted rated the group as Outstanding for its overall effectiveness, quality of education, behaviours and attitudes, personal development, leadership and management, education programmes for young people, adult learning programmes and provision for learners with high needs. Apprenticeships were rated Good.

In the report inspectors stated: “Learners and apprentices flourish across all parts of the group. They embrace the strong sense of belonging that they experience at all campuses. They feel valued and respected, regardless of their backgrounds.”



The Ofsted inspection covered a diverse range of subject areas. Describing behaviour as exemplary, they found, “learners and apprentices are extremely positive about their studies

and about all aspects of life in college”.

The report highlighted the teachers’ use of “highly effective teaching strategies in their lessons” and the progress of learners, including those with high needs, and the “high-quality of careers advice and guidance” that helps prepare students for their next steps.

Inspectors noted the strength of relationships built with employers and stakeholders, helping to shape the curriculum to meet the skills priorities of the Tees Valley including skills bootcamps for adult learners, and responding to growth areas such as renewable energy, health and social care, and professional skills.

The report noted the “very clear vision” of the group’s leaders, both when it comes to creating a “highly inclusive, supportive and welcoming culture” and in successfully attracting new investment to develop state-of-the-art facilities such as the new NETA Training centre which will sit alongside Stockton Riverside College, planned in partnership with Stockton-on-Tees Borough Council and supported by the Thornaby Town Deal Board.

Tees Valley Mayor Ben Houchen said: “This is a superb achievement, and my congratulations go to all the staff and students who have secured this Outstanding rating”.

“Etc. is playing a vital role in supporting our ambition to ensure local people have access to the very best skills training and can take advantage of the fantastic employment opportunities being created across Teesside, Darlington and Hartlepool.”

Chief Executive and Group Principal video: <https://www.the-etc.ac.uk/about/we-are-ofsted-outstanding/>

## Strategic Objectives

The Strategic Plan set out six Strategic Objectives, with each objective based on a clear rationale, reflecting our analysis of the key issues, challenges and opportunities facing us – and the wider Tees Valley region – currently and into the future. They are:

**Harnessing the Power of the Group (One Etc.)** - unifying and leveraging the strengths of all Etc. colleges and training providers, ensuring a cohesive, high-quality education and training offer.

**Delivering Skills for Economic Growth & Inclusion** - aligning training and education with the future skills needs of Tees Valley’s priority sectors, including low-carbon energy, logistics, healthcare, and digital industries.

**Creating Long-Term Strategic Partnerships** - building strong, long-term collaborations with employers, universities, local authorities and industry bodies to enhance education and training opportunities.

**Enhancing Education & Training Offer** -





ensuring that Etc. delivers an industry-relevant, high-quality curriculum, equipping learners with in demand skills and qualifications.

**Creating Real-World Learning Environments** - providing learners with industry-standard training facilities and experiences, ensuring they are job-ready upon course completion.

**Attracting & Developing the Best Staff Talent** - building a highly skilled, industry-aware workforce that can deliver high-quality training and support learners effectively.



# Vision, Purpose, Values & Voice

<h2>Our Vision</h2> <p>ONE Etc. – Fuelling ambition and driving success in a resurgent Teesside and beyond.</p>			
<h2>Our Purpose</h2> <p>The Education Training Collective inspires and equips our people, communities and businesses with the skills, experience, and ambition to grasp opportunities, locally and nationally, boosting prosperity and transforming lives.</p>			
<h2>Our Values</h2>			
 <p>High performing, with heart.</p>	 <p>Confident, with absolute focus on success.</p>	 <p>Raising aspiration and ambition, improving opportunities and life chances.</p>	 <p>Proud to serve our students, communities, and businesses.</p>
<h2>Our Tone of Voice</h2> <p>Our Tone of Voice is directly influenced by our Values</p>			
<p>We are not brash, showy or arrogant, we are present and can be relied upon when needed. We don't make claims that we can't uphold, we do celebrate the successes of students, staff and our communities. We are quietly confident – we talk in a friendly voice, one that wants to help, and has a casual, polite manner. No big claims, no jargon, but a smart, self-assured tone of voice that connects with people and offers support.</p>			

For more information, please visit: [www.the-etc.ac.uk](http://www.the-etc.ac.uk)

2023 – 2026 Strategic plan: <https://www.the-etc.ac.uk/about/strategic-plan/>

Annual Reports 2024: <https://etc-corporate.org/annual-reports/>

# The Tees Valley

The Tees Valley is one of the UK's most exciting places to live, combining ambition, affordability and an exceptional quality of life. Comprising the five boroughs of Darlington, Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees, the region offers the space to build a career, raise a family and enjoy everyday life without the pressures associated with larger metropolitan centres.

## Quality of Life on Your Doorstep

Few places in the UK offer such easy access to both dramatic coastline and unspoilt countryside. Within minutes, residents can walk along sweeping beaches, explore riverfront trails or spend time in expansive green spaces that make the region ideal for an active, outdoor lifestyle. The Cleveland coast provides striking sea views and traditional seaside character, while the nearby North York Moors offer miles of walking routes, cycling trails and open landscapes.

Tees Valley is a highly affordable, well-connected region in the North East, offering a mix of suburban family homes, Victorian properties, and new-build developments. Key areas include Stockton-on-Tees, popular for its community feel, and Middlesbrough, offering options from leafy, upscale suburbs like Marton and Nunthorpe to affordable, central locations. Property prices in the Tees Valley are significantly lower than the national average.

## Culture, Heritage and Leisure

Tees Valley has a rich industrial heritage and a growing cultural scene that gives the region a strong identity and creative energy. Landmarks such as the iconic Middlesbrough Transporter Bridge sit alongside regenerated waterfronts, contemporary arts venues and lively town centres.

The events calendar is equally vibrant. The internationally renowned Stockton International Riverside Festival brings world-class outdoor performance to the streets each year, while theatres, music venues and independent galleries support creativity across the region.

Whether it is family days out, independent food scenes, major cultural events or beautiful market towns, the wider region (County Durham – North Yorkshire) offers variety and accessibility, making leisure part of everyday life rather than an occasional luxury.

## Opportunity and Economic Momentum

Tees Valley is a region with strong economic ambition and a clear growth strategy. Major investment is driving expansion in clean energy, advanced manufacturing, digital industries and creative sectors.

This momentum is matched by practical advantages. Commercial space is more affordable than in many UK cities, commute times are shorter and professional networks are highly collaborative. For employers and employees alike, the region provides the infrastructure and support needed to grow while maintaining a sustainable work-life balance.

## Connected, Accessible and Well Positioned

Tees Valley is exceptionally well-connected. Fast rail services link the region to major UK cities, while strong road networks provide efficient access across the Northeast and beyond. Teesside International Airport offers convenient domestic and international travel, supporting both business connectivity and leisure travel. This strategic position allows residents to enjoy regional living while remaining closely connected to national and global destinations, an increasingly important factor for modern professionals and growing organisations.

## A Welcoming Place to Call Home

Above all, Tees Valley is defined by its people. The region is known for its warmth, friendliness and strong sense of community. Ongoing investment in public spaces, housing and local services continues to improve neighbourhoods and create places where people feel proud to live.

For families, professionals and businesses seeking opportunity without compromise, Tees Valley offers a rare combination, space to grow, access to nature, cultural vibrancy and genuine community spirit.

# Job Specification

**Job Title:** Deputy Chief Executive  
**Reports To:** Chief Executive and Group Principal

## Purpose

The Deputy Chief Executive (Curriculum and Quality) is a key executive leader with group-wide responsibility for curriculum excellence, learner outcomes and inspection readiness. The postholder provides strategic leadership for quality, teaching, learning and assessment, ensuring the curriculum is ambitious, inclusive, employer-led and aligned to local and emerging skills needs. As the Ofsted Nominee, the role holds executive accountability for inspection preparedness, safeguarding, personal development, SEND, British values, apprenticeships and sustained learner destinations.

Working as part of the senior leadership team, the postholder drives a One Etc. culture of high expectation, collaboration and continuous improvement. The role combines sharp performance oversight with strong external leadership across employers, partners and the Tees Valley skills system, positioning the group as a civic and economic anchor institution and a sector-leading provider recognised as Outstanding.

The post is a Senior Post Holder, appointed by the FE Corporation.

## Key Responsibilities

- Lead by example to promote a 'One Etc.' culture that embraces group values, collaborative practice and consistently high expectations.
- Develop communities of practice that share expertise, drive efficiencies, support business development and foster high-quality growth.
- Hold overall responsibility for the design, intent, implementation and impact of the curriculum, working with Quality Teams to ensure exemplary standards in learning experience and outcomes.
- Ensure that children, young people and adults learn in an environment that is safe, supportive and conducive to inclusive, high-quality learning.
- Provide strategic leadership for teaching, learning and assessment, ensuring inspiring professional development, evidence-informed pedagogy, visible leadership and a culture of continuous improvement.
- Ensure high-quality outcomes across the whole student journey, from enrolment and induction through to personal development, attainment, satisfaction, progression and sustained positive destinations.
- Lead the development of a curriculum that is both high quality and efficient, with policies that clearly articulate expectations; support teachers, assessors, parents, employers and students; and inform any necessary performance management processes.
- Work with college leaders to maximise curriculum efficiency using strategic approaches to class sizes, independent learning, digital technologies, common modules and staff utilisation to direct resources toward student-centred priorities.
- Ensure teams work collectively towards shared goals, building strong communication and fostering a culture where staff are inspired to achieve exemplary performance.
- Ensure the group is fully prepared for inspection and act as the Etc. Nominee, embedding inspection readiness and confidence throughout the organisation.
- Build and maintain deep, impactful relationships with external stakeholders and industry partners, leading to



curriculum innovation, investment opportunities, specialist development and meaningful student progression pathways.

- Participate in regional strategic skills conversations to position Etc. at the forefront of the Tees Valley's workforce development needs, strengthening its specialisms in renewable energy, engineering, construction and health.
- Provide clear, concise and informative reports for the management team and governing body, including delivering training, insights from data and clear evidence-based recommendations.
- Develop, implement and monitor a comprehensive portfolio of performance and quality improvement strategies, ensuring consistent excellence across the group.
- Meet agreed performance targets and contribute to the college's strategic and operational success.
- Deputise for the Chief Executive and Group Principal at any time on any matter.
- Chair internal and external committees as required.
- Champion equity, diversity, inclusion and belonging, ensuring these values shape leadership, curriculum and culture.
- Carry out such other appropriate duties commensurate with the skills, knowledge and experience required in this post.

## **Line Management**

Line management responsibility for the College Principal Bede, Director for NETA, Principals for Redcar and Cleveland College and Stockton Riverside College, and specific cross-group Director roles.

## **Method of Working**

All staff are expected to contribute to an Outstanding college group, working effectively as individuals and as part of a team, displaying all core competencies and maintaining professionalism at all times.

## **Public Relations**

All staff are expected to uphold and promote the work and reputation of the group, maintaining strong relationships with schools, employers, industry partners and community stakeholders, and demonstrating the group's civic commitment.

## **Duties Commensurate with a Senior Management Team Member**

- Lead empathetically and by example such that the Etc. culture, underpinned by its Tone of Voice, pervades all colleges, creating a positive, inclusive, ambitious and purposeful environment within a thriving learning organisation recognised as Outstanding.
- Provide outstanding leadership across the group, fully leveraging the benefits of collaboration and shared expertise, and modelling the highest standards and expectations for staff and students.
- Ensure the group is deeply responsive to the needs of students, employers and the Tees Valley community, developing the Etc. as a civic and economic anchor institution, and ensuring each college maintains impactful external engagement and demonstrable civic commitment.
- Provide executive oversight of safeguarding, Prevent, online safety and statutory compliance across the group.
- Promote an inclusive, supportive and collaborative working culture that empowers colleagues to deliver an exemplary curriculum informed by the best, evidence-based pedagogy and aligned to future skills needs.
- Drive an entrepreneurial and forward-looking approach to business development that secures new opportunities, innovative provision and meaningful investment, ensuring Etc. remains a vibrant and exciting place to work and study.
- Work with the senior team to ensure delivery of the Etc. Strategic Plan and continual progress towards being an exemplary, sector-leading FE group.

# Person Specification

## Qualifications

Certificate in Education (PGCE or equivalent) with evidence of, and a commitment to, ongoing self-development and training. A degree, higher degree or post graduate qualification in a relevant management discipline is desirable.

## Essential Knowledge, Skills and Abilities

- Ability to lead and motivate staff within an Outstanding group, setting aspirational standards, modelling exemplary conduct and contributing to a culture of ambition and inclusion.
- A proven track record of delivering or contributing to Good or Outstanding outcomes under inspection or internal review frameworks.
- Effective budget management, with a proven track record of achieving and/or exceeding financial targets.
- Demonstration of a high level of awareness of effective approaches to teaching, learning and assessment.
- The ability to monitor and evaluate performance at an area/departmental level – to be able to identify the need for change, and the ability to be incisive in decision-making to bring about timely change.
- A track record of robust, data-informed curriculum leadership that has led to improvements in standards, quality and curriculum impact.
- A proven successful management technique, particularly the management of change and improvement.
- The ability to hold staff to account where necessary and have 'difficult conversations' that bring about significant improvement.
- A successful record of building deep and impactful employer and industry partnerships, leading to curriculum co-design, investment or specialist development.



## Desirable Knowledge, Skills and Abilities

- Experience of acting as an inspection Nominee.
- A sound knowledge of the strategic context and environment within which the group operates, and an understanding of the opportunities and challenges within the Tees Valley.

## Personal Qualities

- Motivational, positive and enthusiastic approach.
- A demonstrable ability to manage staff and resources effectively.
- The proven ability to lead and motivate staff and students, with vision, energy and resilience.
- Ability to embrace change, work flexibly and accept responsibility for the attainment of agreed targets.
- The ability to write succinct, sharp, concise reports tailored to meet the intended target audience.
- Ability to motivate, inspire and influence a diverse workforce by example and persuasion to achieve the highest personal and professional standards.
- Ability to form and maintain appropriate relationships and personal boundaries with children, young people and vulnerable adults, as well as maintaining excellent professional relationships at all levels, both internally and externally.
- Emotional resilient setting high expectations of themselves and others within the group.
- Ability to work as a member of a team in an Outstanding group, with the ability to lead as well as support to achieve positive outcomes.
- Professional and confident with the ability to respond to challenges in a calm and professional manner.
- A willingness to learn and develop new skills particularly around e-learning technologies and connectivity.

## Terms

### Remuneration

The remuneration for this post will be up to £115,000, dependent upon experience.

### Annual Holidays

The annual leave entitlement is 35 days per annum, plus recognised public holidays and closure days.

### 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, medical checks and DBS clearance.

## 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	9am 13 <sup>th</sup> April 2026
Interviews with Dodd Partners	Mid-April 2026
Shortlist Meeting	Late April 2026
Interviews with Etc.	Late April 2026

## How to Apply

Dodd Partners is undertaking the recruitment process on behalf of The Education Training Collective. If you wish to apply for this position, please supply the following at your earliest convenience:

- 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 at [contactus@doddpartners.com](mailto:contactus@doddpartners.com), clearly marked with reference number DP3141R.

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)

