

EXECUTIVE PRINCIPAL

Location: Milton Keynes (Flexibility to work remotely and onsite)

Hours: 37.5 hours per week, 52 weeks per year

Flexible Working: We welcome applications from those seeking flexible hours

Salary: Competitive (negotiable, subject to experience)

Reporting to: CEO & Group Principal

Closing Date for Applications: 20th October 2025

Interview Dates: Between 5th - 7th November 2025

IN SHORT

You will be a key member of the Executive Leadership Team ensuring that the Milton Keynes College Group delivers on its strategic purpose to transform lives and provide fairer futures through learning across the City of Milton Keynes and beyond. You will lead and shape the curriculum vision and operating models, and take line-leadership accountability for the planning and delivery of excellence in education and skills across the Group. Currently, the Group comprises a general further education College with two campuses in Milton Keynes, a significant Ministry of Justice contract to supply education services within custodial settings across England, various community-based projects and an Institute of Technology.

The Group is ambitious and forward looking; recognising the central role that colleges play in meeting local skills needs, supporting its communities and so challenging inequality and driving inclusive economic growth. Exceptional innovation in teaching and learning through our curriculum offer is central to our vision for the City of Milton Keynes, and we are looking for an outstanding leader to build on our success and support the growth of the Group as a whole. We are looking for an individual who can amplify Milton Keynes' ambition to become a technology hub – a centre for AI and emerging technology.

This role needs a highly experienced, collaborative leader who can set high expectations and standards and inspire and motivate colleagues to embrace constant change with pace and energy, alongside the delivery of an exceptional offer that provides great learning opportunities and an excellent, all-round student experience. Engagement in the national FE dynamic, seek opportunities and translate these into MKCG. Unwavering commitment to drive MKCG to progress to excellence.

Equality, Diversity, and Inclusion practices are a priority for the MK College Group. We're looking for individuals who have authentic experience of inclusive and positive action.

MK College will treat all applicants fairly and with respect, irrespective of their background, disability or any other individual characteristic. We particularly encourage applications from people with backgrounds which are currently under-represented within Milton Keynes College. All offers made to successful candidates are subject to satisfactory outcomes to a range of pre-employment checks including a Disclosure and Barring Service check (DBS). In addition, security clearance is required for all prison services positions up to Counter Terrorist Check (CTC) level.

OUR BENEFITS

- 35 days annual leave, 3 additional days leave for Christmas to New Year closure, UK Bank Holidays and a day off for your birthday.
- Generous Pension Scheme
- Professional development opportunities, including professional qualifications
- Employee Assistance Programme (EAP) accessible 24 hours per day, 365 days per year
- A variety of discounts with NUS Card
- Employee wellbeing platform

MAKE A DIFFERENCE

Group Strategy and Vision

- Be an experienced member of the Executive Leadership Team, bringing leadership, creativity and innovative thinking to both shape and implement the Group's strategic vision and curriculum that will be responsive to the needs of Milton Keynes and the wider region
- Lead with an excellent and clearly articulated vision for education and skills, to be delivered inclusively and collaboratively and with pace, helping to position Milton Keynes College Group as an anchor institution in the City
- Work creatively and collaboratively with colleagues, playing a full and active role in the achievement of the Group's strategic goals and leading by example to deliver the Group's vision and values
- Seek out the expertise of others and bring diverse insights and perspectives into leadership thinking and curriculum development at a strategic level
- Produce and present high quality and engaging reports to inform a range of stakeholders including the Board.
- Understand, be accountable for and drive excellence in education and skills across the Group.
- Motivate, inspire and lead Quality and Curriculum Group Directors to deliver effective practice in line with College Values

Curriculum Design, Quality of Provision, and Innovation

- Lead and develop a high-quality curriculum that meets need and drives inclusive change and engagement
- Inspire, empower and motivate students, colleagues, stakeholders and partners
- Ensure that the student voice, colleague engagement, employer, community and stakeholder feedback are at the heart of planning, delivery, continuous improvement and decision-making
- Lead and design efficient, effective and sustainable operating models and rigorously and continuously improve practice within your portfolio/operational functions, to deliver excellent outcomes for learners, customers and communities
- Achieve challenging performance targets (inclusion, quality and financial) within lean budgets, ensuring tight fiscal and contract management, ensuring consistent and high-level risk mitigation and control
- Meet standards and sustainability requirements as defined by all relevant regulatory authorities

Networking, Community and Thought Leadership

- Take an active and influential external role in the development of education and skills to meet the opportunities and challenges of growth across Milton Keynes and the wider region
- Scope opportunities to position the College strongly for the future to effectively meet the needs of the communities we serve
- Network persuasively with a range of stakeholders, including employers, and be an ambassador for the Group securing opportunity and resources - locally, regionally, nationally and internationally.
- Be a thought leader, provoking and shaping debate in your areas of expertise
- Meet the diverse needs of our communities, particularly in regard to social impact, and lead the College towards a strong and sustainable future from an environmental perspective, influencing and leading activities within our communities.

Inclusion

- Model exemplary practice in all activities relating to Equality, Diversity and Inclusion
- Be aware and fully committed to Milton Keynes College's Regulations, Strategy and Objectives, to work together to advance Equality, Diversity and Inclusion and support the challenging of racism, prejudice and inequality, wherever it is found.
- Develop the culture and activities of the College in line with its vision and values, to meet learner needs whilst managing competing financial and 'political' priorities.

This job description is just a guide; you'll be expected to be flexible and perform any other duties as reasonably required of you by your manager and your role is likely to evolve and develop over time. In all your duties, you will be required to take reasonable care of yourself and ensure the safety of our students, your colleagues and other people with whom you come into contact at MK College Group.

IT'S ALL ABOUT YOU

KNOWLEDGE, EXPERTISE & QUALIFICATIONS	• Recognised expert and highly experienced change-agent in high-quality curriculum planning and design, with a track record of consistent achievement gained as a senior leader in an organisation of comparable complexity • Wealth of experience in working within FE (including Higher Education & Apprenticeships) frameworks including those defined by Ofqual, Ofsted, the Office for Students, the Department for Education and MoJ • Experience of engaging with and meeting needs of the Board in terms of performance and information updates, to support excellent governance • Sound knowledge of current government policy for further education and skills and the ability to develop innovative responses. • High level of technical competence and digital confidence • Degree qualified and hold a Teaching qualification
IMPACT & QUALITY	• Ability to listen actively and respond to the needs of the communities we serve, building our reputation for high standards and excellent quality. • Future-focussed with a steadfast commitment to FE • The ability and willingness to promote an environment where safeguarding, equality, diversity & inclusion are priorities • A passionate advocate for inclusion, calling out and challenging racism, prejudice and inequality wherever it is found • Driving and responding to the challenges of growth and meeting needs and vision of MK and the region, in line with College Strategic Plan
RESPONSIBILITY	• Highly experienced in values-led leadership for large and diverse teams (and establishing teams) • Significant budgetary responsibility for P&L, commercial, financial and people leadership accountability for curriculum areas within a large College or College Group • Effective financial and business planning working within a tight and changing funding provision. Leading innovation in terms of delivery so that all learning resources are provisioned effectively and efficiently.
RELATIONSHIPS & REPUTATION	• Emotionally resilient with physical and mental stamina, pace and energy • Thought Leader within FE with proven ability to work collaboratively with others in the immediate team and throughout the wider Group and sector • Confident, ambitious, co-operative, empathetic, methodical and logical. Curious and solutions focussed • Ability and willingness to promote the Group across all areas of its provision, working with the widest variety of people and other senior leaders inside and outside MKCG, assessing priorities and reacting in an effective, bold, assertive and secure way to meet needs of the organisation • Ability to thrive in a busy and fast-paced environment and balance opportunities and risk in curriculum provision and project delivery •
VISION & DIRECTION	• Experience at an Executive Leader level with demonstrable and trusted capability to develop and bring to life an organisation's vision across all its activities • Experience of leading effectively in a complex FE environment, with the ability to work with the Executive Leadership Team to plan strategically and translate plans into effective operational practice achieving strong performance outcomes

ABOUT US

Milton Keynes College Group was formed in 2021, with the mission of Building Fairer Futures. The College Group includes 1,200 colleagues who work across MK College, the South Central Institute of Technology (SCIoT) Bletchley, our prison education services in 30 prisons and MK Commercial which comprises The Brasserie restaurant, Sport Central, Courtside, and the Chaffron Centre.

At MK College, our colleagues support approximately 4,000 16-19 year olds currently studying with us and a total student population of over 8,000. Founded in 1982, MK College offers a broad variety of programmes, including Study Programmes, Adult, High Needs, Apprenticeships, T levels, A Levels, and Higher Education.

We are proud to have opened one of the biggest Institutes of Technology in the country. The South Central Institute of Technology (SCIoT) in Bletchley is a consortium of prestigious partners led by Milton Keynes College. We offer a hub of innovation and world-leading technological advancements with relentless dedication to future-proof the lives and skills of learners.

The College is a national provider of education services in prisons across the country. For over 30 years, we have worked with offenders in both custody and the wider community and currently work with 30 prisons across England. This includes public sector prisons and the privately operated HMP Fosse Way.

Founded on the principle of Further Education's ability to transform lives through learning, we're proud to create an environment that attracts the best colleagues and students from Milton Keynes and the surrounding areas and supports education in prisons nationally. The value we gain from the diverse communities we serve is immeasurable. We want all our colleagues, students and learners to feel they are an integral part of the College Group and together we will create an inclusive culture where everyone can contribute to College life and our collective knowledge and growth.

We know that education has the power to build fairer futures for all, and we know that we can't create real change on our own. That's why we work with key stakeholders across our communities - civic partners, employers, educational providers and third-party organisations to offer the best opportunities for our students to be the best they can be.

When applying for a role at the College Group, you can expect the same level of commitment towards diversity and inclusion as you'll experience when you've started with us. We treat all our applicants fairly and with respect, irrespective of their background, disability or any other individual characteristic. We particularly encourage applications from people with backgrounds which are currently under-represented within Milton Keynes College Group.

Milton Keynes College Group is a committed safer recruitment employer in line with Keeping Children Safe in Education (KCSIE). We take extreme care in ensuring the safety and welfare of children, young people and vulnerable adults. **All offers made to successful candidates are subject to satisfactory outcomes from a range of pre-employment checks including a Disclosure and Barring Service check (DBS). In addition, security clearance is required for all prison services positions up to Counter Terrorist Check (CTC) level. For more information, please visit our website and read our Safer Recruitment Policy.**