

Job Description & Person Specification



Overview

Job Title	Chief Strategy Officer
Department / Faculty	Strategy Group
Reporting To	Chief Executive Officer & Principal
Campus / Location	Based at any campus, with travel required between sites.
Contract Type	Full-Time, Permanent. Requests for flexible working can be considered.
Salary Grade	MS24 - MS29
Post Reference	REQ001434
Date	11-05-2026

The Role

The Chief Strategy Officer reports to the CEO & Principal and is responsible for shaping and delivering the College's strategic direction and priorities, as set out in *SGS 2031: Get Future Ready*. The role will lead strategic innovation, support organisational transformation, and ensure delivery against agreed strategic objectives

Alongside your overall responsibility for the delivery of our strategy, you will lead teams responsible for the delivery of our *Community* and *Enjoyment* outcomes. You will ensure exceptional external engagement with our community, employers and other strategic partners; and clear internal communications to ensure everyone in our college understands our direction and focus. You will also play a leading role in overseeing the transformation of our student engagement, line managing our Chief Student Officer as we seek to establish student enjoyment in everything we do.

As a key member of the College Leadership Team, you will work closely and collaboratively with colleagues to ensure the College is ambitious, future-focused and aligned to the needs of our students, staff, employers and communities.

Responsibilities

Strategic Leadership and Innovation

- Lead the ongoing development, delivery and review of the College's Strategy (*SGS 2031: Get Future Ready*) and associated business plans, ensuring disciplined implementation and clear reporting of progress against targets.
- Provide visible and inspirational leadership across the College to ensure strong alignment and collective ownership of our new strategic direction.
- Provide thought leadership and coaching to strengthen of our understanding of and influence on regional and national thinking on key strategic and policy issues.

- Be accountable for the delivery of our *Community* and *Enjoyment* outcomes in our new strategy, leading teams and cross-college forums to ensure strong performance against our targets.

Organisational Performance and Alignment

- Analyse and understand educational, political, economic and regulatory environments to anticipate risks and opportunities.
- Deliver key cross-college transformation programmes and change initiatives and promote digital innovation in delivery.
- Build the College's analytical capacity, working closely with teams across the College to ensure data-driven insight, a clearer assessment of impact and evidence-based decision making.

Communications and Engagement

- Lead teams responsible for external engagement, building relationships with key stakeholders including Government bodies and regulators (e.g. DfE, Skills England), Local authorities and Mayoral Combined Authorities, FE networks and education system partners.
- Lead engagement with employers and sector bodies, working closely with colleagues to ensure an in-depth understanding of employer and labour market dynamics in the region and positioning the College to respond to skills need.
- Lead on community engagement, ensuring we play a strong role in helping our local economies to prosper and our communities to be resilient.
- Ensure a cohesive approach to internal engagement that ensures colleagues across the College are clear about our strategic priorities and areas of focus.
- Lead teams to deliver our *Enjoyment* outcome, developing a more strategic approach to student engagement at every stage of the learner journey.

College Leadership

- Contribute to the overall leadership of SGS College as a key member of the Leadership team, including through engagement with the Corporation Board and subcommittees on key aspects of academic performance, developments and projects.
- Line management, leadership and development of members of the Senior and College Leadership Teams in relevant areas, through agreed reporting structures.
- Role model, promote and embed a leadership culture which embodies the SGS Behaviours of Consistency, Ambition, Respect and Empowerment ensuring that all colleagues are contributing to the College's objectives and their personal goals.
- Provide strong financial leadership – ensuring the delivery of financial and budgetary controls in your areas of responsibility and ensuring compliance with the College's financial regulations and risk management framework.
- Promote and maintain the college's procedures and practices which facilitate safety, equality, diversity, inclusion and belonging across all College operations. Undertake any other reasonable duties required by the College as necessary to support the College's mission and objectives.
- Represent the College in key external forums, helping to build the College's profile and influence.

What does brilliant performance look like in this role?

Our strategy sets out key indicators and actions, the delivery of which will determine the success of SGS.

This role will be responsible for overseeing delivery of the strategy, putting in place disciplined implementation frameworks and working with accountable leads across the College to support delivery. In addition, this role will lead teams with accountability for our *Community* and *Enjoyment* outcomes, where success will be measured through:

- Strong enrolments: demonstrating our reputation for quality learning in the communities that we serve.
- Regional economic growth: showing how we contribute to the prosperity of our communities.
- NEET numbers: showing our commitment to ensuring no young person is left behind by education.
- High attendance: demonstrating the desire of our students to come to College.
- High retention: students enjoying the experience of being at SGS and wanting to continue learning here.
- Positive feedback: from our students in regular surveys and forums.

Key Role Information

Direct Reports	3
Indirect Reports	70+
Budget Responsibility	£6 Million +
Number of Learners	For curriculum roles — approximate cohort size: N/A
Number of Courses	For curriculum roles — number of programmes delivered: N/A

Who Will You Work With?

Internal relationships

- SGS Corporation Board and relevant sub-committees
- CEO & Principal, Chief Operating Officer and Deputy Principal, Education
- Other members of the College Leadership Team and Extended Leadership Group
- Learner and Staff Forums

External relationships

- Central Government bodies and regulators (e.g. DfE, Skills England)
- Local Authorities and the West of England Combined Authority
- Education system partners including other local FE Colleges, Universities, Schools and Training providers.
- Employers and sector bodies
- Key community groups and other forums

Living the SGS Way — Our Behaviours

Everyone at SGS is expected to live our values — **Consistent, Ambitious, Respectful and Empowered**. This means:

<p>Consistent</p> <p>Communicating clearly, following through on commitments, using evidence to make good decisions.</p>	<p>Ambitious</p> <p>Striving for excellence, sparking 'wow' moments, never settling for average.</p>	<p>Respectful</p> <p>Building inclusive relationships, celebrating diversity, never tolerating unfairness.</p>	<p>Empowered</p> <p>Taking ownership, embracing new ideas, welcoming accountability.</p>
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Safeguarding, Equality & Compliance

All SGS employees share our commitment to the safety and wellbeing of students and colleagues. The following apply to every role:

- Actively support achievement of the College's strategic goals and annual improvement plans.
- Promote SGS as an organisation committed to the highest standards of delivery and service.
- Share the College's commitment to safeguarding — prioritising the welfare of children, young people and vulnerable adults.
- Champion the effective implementation of the College's Equality, Diversity and Inclusion Policy.
- Promote and implement best practice in Health & Safety.

<p>DBS Level Required</p>	<p><input checked="" type="checkbox"/> Enhanced with barred list checks</p> <p><input type="checkbox"/> Enhanced without barred list checks</p> <p><input type="checkbox"/> Standard</p> <p><input type="checkbox"/> None</p>
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Person Specification

What does the ideal candidate look like?

Job Title	Chief Strategy Officer
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Qualifications & Attainments

Criterion	Essential	Desirable	Assessed by
Degree or equivalent professional qualification	x		<i>Application</i>
Evidence of ongoing professional development	x		<i>Application</i>
Advanced degree (Masters) in strategic leadership, business, education, or related field		x	<i>Application</i>
Professional qualification or leadership qualification (e.g. NPQ, MBA)		x	<i>Application</i>

Experience & Knowledge

Criterion	Essential	Desirable	Assessed by
Proven leadership experience at senior or executive level, including of working with non-Executive Boards or governing bodies	x		<i>Application / Interview</i>
Experience of building and leading large teams to ensure high levels of performance against clear criteria	x		<i>Application / Interview</i>
Experience of leading strategic planning processes and developing and implementing organisational processes to monitor and manage performance	x		<i>Application / Interview</i>
Demonstrable experience of working with, understanding and analysing economic and labour market data		x	<i>Application / Interview</i>
Experience of working with central and local government to influence regional and national policy	x		<i>Application / Interview</i>
Proven experience of leading and executing successful stakeholder engagement strategies at senior executive levels	x		<i>Application / Interview</i>
Experience developing and driving student or other customer engagement strategies	x		<i>Application / Interview</i>
Experience of leading work to improve strategic communications across large organisations		x	<i>Application / Interview</i>
An understanding of FE and skills policy and regulatory frameworks, or other similar education system experience		x	<i>Application / Interview</i>
An understanding of social and economic issues facing communities in the United Kingdom and the South West		x	<i>Application / Interview</i>

Skills & Abilities

Criterion	Essential	Desirable	Assessed by
Strategic thinking and analysis: the ability to set a vision and provide insight to the Executive team to support action.	x		<i>Application / Interview</i>
Leadership and influence: the ability to lead and inspire teams and influence outcomes across organisational boundaries; and to build trust and influence decisions in senior levels of government and other organisations	x		<i>Application / Interview</i>
Communication: the ability to communicate clearly in both written and verbal formats; and to present complex information and arguments in a variety of formats	x		<i>Application / Interview</i>
Innovation mindset: the willingness and ability to drive innovation, embrace change and solve problems	x		<i>Application / Interview</i>
Collaboration: the ability to build strong relationships and foster teamwork through cross-functional collaboration	x		<i>Application / Interview</i>
Accountability: the ability to take ownership of delivery and drive organisational performance outside of your own line management.	x		<i>Application / Interview</i>

Role Conditions

Are there any specific requirements candidates need to be aware of?			
This is a senior leadership role, which requires the ability to travel between campuses, and occasionally work non-core hours.	x		<i>Application Form</i>

A Note on Flexibility

As SGS evolves, the responsibilities and location of this role may be adjusted in consultation with the post-holder.

Where a disability is indicated, every effort will be made to make reasonable adjustments. Job redesign will always be fully considered.

HR Evaluation (for HR use only): Score: _____ Profile: _____ Level: _____