

Job Description & Person Specification



Overview

Job Title	Vice Principal Curriculum (Stroud Campus Lead)
Department / Faculty	Education Group
Reporting To	Deputy Principal, Education
Campus / Location	Stroud Campus base site, with travel required between sites.
Contract Type	Full-Time, Permanent. Requests for flexible working can be considered.
Salary Grade	MS 24 - 27
Post Reference	REQ001438
Date	11-05-2026

The Role

The Vice Principal Curriculum is a key member of the College's College Leadership Team, driving the implementation and success of our College Strategy 2031, accountable for delivery of the Readiness outcome of that Strategy and supporting other outcomes.

You will be accountable for ensuring that our curriculum offer is ambitious and responsive to local and national priorities, equipping students with the skills that local employers need. In doing so, you will help to close the regional skills gap, launch successful careers, and create the conditions in which every student achieves their qualifications and is fully prepared to take positive next steps in their education or employment.

You will set high levels of ambition for the College and our students, while developing a culture of high expectations, inclusion, and continuous improvement.

This role requires cross-college leadership, with line management responsibility for our core areas of curriculum delivery. You will be accountable for ensuring that the College complies fully with the SEND Code of Practice. You will also lead our Gloucestershire campuses, ensuring strong campus identities alongside an excellent whole-college reputation.

Responsibilities

Curriculum Design, Development and Innovation

- Ensure the design and development of responsive, flexible, ambitious and high-quality educational provision for all students and apprentices accessing learning through the College, taking the College to the 'Strong Standard/ Exceptional' standard in the Ofsted assessment framework.
- Build and develop productive relationships with colleagues, partners and stakeholders to create responsive, high-quality provision. Embed a high-performance culture across curriculum delivery teams, with clear accountabilities and effective processes to support rapid improvement where required.

- Develop a coherent vision for the College's response to the Local Needs Duty, across all curriculum areas, for Further Education, Higher Education, Adults, Apprenticeships, Work-Based Learning and Commercial provision.
- Lead teams delivering our specialist provision in SGS Create (14-16), SGS Oasis and The Chase ensuring clear pathways for those with additional needs.
- Secure flexibility and innovation through curriculum first-design principles, supporting the College Leadership Team and Curriculum leaders to prepare for the effective introduction of 'new world-class curriculum for all'.
- Lead the continuous review and development of curriculum, informed by a data-driven approach, using detailed and accurate analysis of performance data and trends in student achievement and related outcomes, student voice, sector developments, community and employer need.
- Build an ethos of inclusion across the College by supporting curriculum leaders to maintain high expectations while embedding inclusive practice and accessible learning opportunities for all students.
- Jointly lead the College's Self-Assessment process, including the production, monitoring, reporting and validation of the annual College Self-Assessment Report and Quality Improvement Plan.
- Support the Deputy Principal as Assistant Nominee in key inspection and assessment activities, ensuring the readiness of those involved.

Work experience and careers

- You will provide the strategic leadership necessary to ensure that curriculum design secures the knowledge, skills and behaviours that students need to be successful now and, in the future, through meaningful work experience, work or industry placements, and/or work-related learning which complements and enhances the curriculum.
- Ensure that high-quality, meaningful work experience is available to all our 14–19 students aligned to statutory careers guidance. You will ensure that work experience provision is ambitious, inclusive and well-managed, supporting learners to develop employability skills and progress to positive destinations.
- Ensure appropriate arrangements exist for safeguarding, health and safety and SEND students while on work experience. You will also ensure that provision meets funding requirements, Ofsted expectations, the Gatsby Benchmarks, and supports the College's contribution to local and national skills priorities.

Enrichment and Sports Academies

- You will provide the strategic leadership necessary to ensure an ambitious and high-quality enrichment curriculum aligned to the personal, social and employment skills essential for positive outcomes in adulthood.
- Ensure that high-quality, meaningful, enjoyable and appropriate enrichment and sporting activity is available to all students and that participation in extracurricular activity is high.
- Ensure appropriate arrangements exist for safeguarding, health and safety and SEND students while completing enrichment or Sports Academy activity. You will also ensure that provision meets funding requirements and Ofsted expectations, the Enrichment Framework, and supports the College's contribution to local and national skills priorities.

Campus leadership and stakeholder engagement

- Provide strong and visible leadership for our Stroud campuses, ensuring strong campus identities are developed as part of our whole-College strategy.
- Act as a key ambassador for our Stroud and Gloucestershire communities, representing the College at external events and with key partners.
- Provide inspiring and motivational leadership that supports a challenge culture to meet and exceed the needs of all students, partners and stakeholders.

- Build and sustain effective partnerships with employers, schools, local authorities, and community organisations to enhance opportunities for learners.

College Leadership

- Contribute to the overall leadership of SGS College as a key member of the Executive team, including through engagement with the Corporation Board and Learning and Quality subcommittee 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 Get Future Ready 2031 Strategy sets out the headline measure through which we will judge our success. This role will be accountable for the delivery of the Readiness outcomes, which we will measure by:

- Performance against agreed targets for applications, recruitment and enrolment, attendance, and learner retention.
- Qualification Achievement Rates, as measured by the Department for Education, which meet or exceed national averages
- High-Grade achievement, demonstrating our focus on stretching students
- Secure robust and verifiable evidence of on and end-of-programme progress rates and student progression, demonstrating the value added from well sequenced curriculum and high-quality teaching, learning and assessment
- Positive feedback from employers of SGS students and alumni, measured annually.
- Positive workforce connection across the organisation, improved staff engagement in development and consultation activities, improved retention.

In addition, the VP, Curriculum and their direct reports will play a significant role in delivering other key outcomes and measures in the strategy including in relation to our Community, Readiness and Enjoyment outcomes.

Key Role Information

Direct Reports	5
Indirect Reports	100+
Budget Responsibility	£10 Million +

Number of Learners	3,500
Number of Courses	50

Who Will You Work With?

Internal relationships

- Learning and Quality Committee of the SGS Further Education Corporation
- Vice Principal Teaching, Learning and Assessment
- College Leadership Team & Extended Leadership Team
- College support departments
- Learner and Staff Forums

External relationships

- Awarding and Quality Assurance Organisations
- Key Employer, Civic and Community Stakeholders.

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.

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

What does the ideal candidate look like?

Job Title

Vice Principal Curriculum (Stroud Campus Lead)

Qualifications & Attainments

Criterion	Essential	Desirable	Assessed by
Degree or equivalent professional qualification.	x		Application
Evidence of continued professional development in education leadership or management.	x		Application
Recognised teaching qualification.		x	Application
Postgraduate qualification in education, management, or a relevant field.		x	Application
Membership of relevant professional bodies.		x	Application

Experience & Knowledge

Criterion	Essential	Desirable	Assessed by
Successful senior leadership experience in post-16 education, with a proven record of delivering outstanding curriculum outcomes.	x		Application / Interview
Direct experience of innovative curriculum design, development and delivery.	x		Application / Interview
Experience of engagement with national educational policy and qualification reform processes		x	Application / Interview
Experience of engaging with employers, schools, and external partners.	x		Application / Interview
Strong knowledge of the further education sector, including funding, policy, Ofsted and other regulatory frameworks.	x		Application / Interview
Experience of managing significant budgets and resources.	x		Application / Interview
Knowledge of digital innovation in curriculum delivery.		x	Application / Interview
Experience of leading cross-college initiatives or campus operations.	x		Application / Interview
An in depth understanding of different provision types and a willingness to develop understanding in areas of deficit.		x	Application / Interview

Skills & Abilities

Attribute	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		Application / Interview
Leadership and influence: the ability to lead teams and influence outcomes across organisational boundaries; and to build trust and influence decisions in senior levels of government and other organisations	x		Application / Interview
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		Application / Interview
Innovation mindset: the willingness and ability to drive innovation, embrace change and solve problems	x		Application / Interview
Collaboration: the ability to build strong relationships and foster teamwork through cross-functional collaboration	x		Application / Interview
Accountability: the ability to take ownership of delivery and drive organisational performance outside of your own line management.	x		Application / Interview

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		Application Form

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: _____