

recruiting

Be brilliant,
deliver prosperity,
live in the
South West.



Cornwall College Group

Thank you for your interest in this important role. I am delighted that you have requested further information, with a view to applying for a position with CCG.

This pack is designed to provide you with a very quick overview of the job you have applied for, the structure of our team and the particular characteristics of the Group which make it unique.

I am enormously proud of the contribution that each of our colleges makes as a catalyst in their respective communities and in providing a route for people of all ages to learn, train and develop. I hope that you find the information helpful and informative, providing you with a flavour of our strengths, our diversity and the benefits of joining us.

Good luck with your application.

Jayne Nannes, Chief People Officer, The Cornwall College Group (CCG)





Developments

NEW CAMPUS LAUNCHING IN 2027 FOR ST AUSTELL



FIND
OUT
MORE



£1.2 MILLION INVESTMENT IN ELECTRIC VEHICLE LABS AND WORKSHOPS



MULTIMILLION POUND REDEVELOPMENT FOR CAMBORNE



FUTURE FARM £4 MILLION DAIRY RESEARCH FACILITY



EXPLORE THE RAPIDLY- EVOLVING MARINE SECTOR USING THE LATEST TECHNOLOGY IN OUR VR MARINE INNOVATION ZONE



We are unique

What is it like to work for us?

We are a college built on teamwork, care, and pride – from the ground up. Behind every student success story is a team of staff who go above and beyond, often behind the scenes. Their hard work, drive, and passion are second to none.

Our 2025 Ofsted 'Outstanding' report perfectly captures the incredible work of our colleagues, and the significant impact our college has on the communities we serve. Ofsted recognised a real and genuine commitment to staff wellbeing.

Our leadership values are Energy, Loyalty, Trust and as part of the Executive Leadership Team you would be key in role modelling these values. We seek to lead with empathy and kindness whilst holding each other to account. Technology allows much greater flexibility in how and when we work. There will be times in this role where you will need to work intensively to meet deadlines and government priorities. In return there are times when you can prioritise events at home. We expect a lot from this post whilst at work but we also want you to be happy with your work life balance. This post allows flexible working including hybrid working.

But don't just take our word for it...

"Working here is rewarding and a lot of fun. Many of my colleagues are now good friends and I like getting involved in the staff sports programmes, especially 5-a-side football. We do work hard, but we also know how to let off steam". James K

"I love the fact that our work has such a positive impact on our learners and the communities we work in. The College is also a very considerate employer, which is amazing as I have a young family". Jon S

Purpose

To be a place-based college group delivering life-changing skills and education for the communities we serve. Our place-based structure is designed to empower local leaders with clear accountability for their respective areas. By aligning leadership more closely with local context, we are able to make faster, more informed decisions that reflect the unique strengths and needs of each community. This approach recognises that one size does not fit all across our group and allows us to celebrate the diversity and power of our brilliant colleges.





Benefits

Generous holidays:

This post offers 35 days annual leave with additional paid time off over the Christmas and New Year period. This is usually around two weeks.

Fantastic staff discount:

A scheme with discount available from over 800 high street brands from buying food to booking a holiday.

Free use of College gyms:

Full use of College gyms and exercise classes.

A range of pension schemes to suit you:

All staff can enrol onto a 'Career Average Pension Scheme' with either the Local Government Pension Scheme or teachers can enrol in Teacher's Pension Scheme or you can enter the government NEST Scheme.

Employee assistance programme:

Our employees have access to occupational health to support wellbeing, free counselling and an online GP service.

Free and reduced courses for employees:

All employees have access to our course fee waiver scheme which provides a range of free courses for staff to pursue in their leisure time.

Induction programme:

All new staff have a detailed induction programme that ensures they are prepared for their new role. This will often include working towards qualifications at the College without having to pay any fees.

Extensive staff development programme:

All staff are involved in a continuous professional development programme that will support them in becoming or remaining outstanding in their role. This includes going out into industry each year to update your skills.

Parking:

We provide car parking, free of charge on our campus sites.

Opportunities for progression:

As a large organisation there are lots of opportunity for progression and our staff are supported to develop their long-term careers with us.

Staff wellbeing fund:

For staff to utilise for campus or team wellbeing activities.

Group development and wellbeing days:

Designated time each year for workshops, keynote speakers, wellbeing training and opportunities and other planned activities.

Healthy workplace:

Healthy Cornwall Recognition Award Achieved 2025.

Access to College facilities:

Evolve gyms and fitness activities, hair and beauty salons, fine dining restaurants and more.

Work-life balance:

We have family friendly policies and procedures in place which support our staff to achieve a work-life balance.



About us

As the largest further education and training provider in the region, we are proud to be the first choice college for over 30,000 students last year. Ranking among the largest colleges in the UK, we operate across 10 campuses spanning Cornwall and Devon. Evolving from a network of community-based and specialist colleges, our offerings range from entry-level courses to master's programmes, all with a distinct regional focus on the vibrant south-west community. Notably, our commitment to excellence has been recognised with an Ofsted 'Outstanding' rating in 2025 and the prestigious TEF Silver accreditation in 2023.

Our curriculum prioritises the enhancement of learners' employability through a career-focused approach. We empower learners to cultivate their unique USP (universal, specialist and personal skills) to boost their chances in the job market.

We have teams dedicated to our relationships with employers and economic sectors including the Rural Business School and CCB Training- who between them collaborate with nearly 2000 employers.

In a county still benefiting from European Convergence Funding, our specialised teams play a pivotal role in devising optimal strategies to leverage these funds. This allows us to improve overall quality, accessibility and choices available to both learners and employers.

Apprenticeships

The Cornwall College Group has consistently ranked within the top five apprenticeship college providers in the South West and in 2024, achieved the prestigious Outstanding Ofsted status. Apprenticeships account for 23% of our overall provision, with nearly 70 apprenticeship standards delivered across a wide range of sectors - including land-based industries. Over the past five years, we have partnered with more than 2,700 employers to support workforce development and skills growth. Looking ahead, we are ambitious in our plans, targeting 25% growth in apprenticeship delivery over the next two years, further strengthening our position as one of the region's very best colleges for apprenticeship training and employer engagement.

Award-winning students and staff

We receive many external awards, including the Queen's Anniversary Award for our work with rural industries in the South West and awards for our hospitality and catering, which supports our claim to be one of the best catering colleges in the UK. We are most proud of the recognition from our students who tell us they feel respected and safe, that the teaching is good, and they would recommend the College to a friend.

Specialist University Courses Locally

Cornwall College University Centre offers the widest range of specialist university level courses locally. We are the only College in the South West to have been granted foundation degree and degree awarding powers (FDAP and DAP), enabling us to co-create bespoke higher-level courses with key employers efficiently and quickly, to the requirements of each business.

Accounts

TCCG Annual Report Financial Statements 31 July 2024

10
CAMPUSES
across Cornwall
& Devon

**WE OFFER
DEGREE LEVEL
COURSES
THROUGH OUR
UNIVERSITY
CENTRES IN
NEWQUAY AND AT
THE EDEN PROJECT**

**LIFE-
CHANGING
EDUCATION**



Explore our amazing subject areas



School Leavers

- Agriculture & Countryside Management
- Animal Management & Veterinary Nursing
- Automotive & EV Technologies
- Business, Management & Digital
- Childcare, Schools & Education
- Construction & Building Services
- Cookery, Hospitality & Tourism
- Creative Arts, Media & Performance
- Engineering & Manufacturing
- Equine Studies
- Hairdressing, Barbering & Beauty Therapy
- Health & Social Care
- Horticulture, Floristry & Arboriculture
- Land-based Engineering & Technology
- Marine Engineering & Boatbuilding
- Military & Protective Services
- Outdoor Adventure & Sport
- Supported Learning & Progression Pathways

University Level Courses

Study for your degree full-time or part-time at one of our unique campuses

- Agriculture
- Animal Management & Health
- Arts & Media
- Computing
- Construction
- Counselling
- Equine
- Horticulture
- Marine Engineering
- Marine & Natural Environment
- Golf and Sports & Fitness
- Teaching & Education
- Wildlife Conservation & Zoology

As well as awarding our own degrees, we also work in partnership with



Vice Principal Quality and Standards

Cornwall College Group

About Us

The Cornwall College Group is a large, diverse, multi-site College, committed to improving opportunity, inclusivity and economic prosperity in the South West peninsular region. Our mission is to enable inclusive access to a high quality, career led curriculum, developed in partnership with learners, employers and key stakeholders in Cornwall and beyond. In March 2025 the College received an excellent Ofsted report with all aspects of the College group judged as Outstanding. We have many successes to build upon, including the College becoming the highest performing FE College for apprentices in the South West and the highest performing FE College in Cornwall for FE outcomes. In addition to this, our award-winning specialist programmes and a thriving Higher Education provision which has achieved Foundation Degree Awarding Powers and Silver TEF status.

We have cultivated an excellent external profile locally, establishing productive partnerships with high profile employers such as the Eden Project. The College now has no debt, a robust budget and has secured significant investment to improve its infrastructure, including a circa £40m new build at St Austell and £12m of refurbishments at the Camborne Campus. The College works confidently as a quality provider of further and higher education in Cornwall and Devon.

About the Role

Post title:	Vice Principal Quality and Standards
Based at:	Cornwall College (Campus to be agreed)
Reports to:	Executive Principal
Responsible for:	Quality Assurance, TLA, English and Maths, Attendance
Salary Level:	£60,000 - £65,000 per annum
Terms and Conditions:	Management Contract - member of the Executive Leadership Team (ELT)

The main purpose of the post is to provide strategic leadership across the Group for the quality of provision, including outcomes and attendance. Working closely with the Executive Principal and our Principals GFE and Landbased you will have strategic input across the Group, ensuring all students continue to achieve the highest possible outcomes, making progress from their starting point and progressing onto positive destinations.

The post holder will lead on, and be accountable for, achieving high standards across the Group, ensuring robust quality assurance and highly effective teaching, learning and assessment. The post holder will also take the executive lead for English and maths

Headline Duties

- To work the Executive Principal to ensure the highest standards of performance across the group, working alongside Campus Principals to ensure the robust implementation of the college quality cycle.
- To lead the professional development of curriculum teams to ensure high quality and relevant teaching, learning and assessment.
- Working closely with Principal GFE and Principal Landbased and Environment, ensure that appropriate pedagogical support is provided to ensure high standards are maintained and that underperforming areas are improved.



- To take the executive lead on English and maths overseeing the provision across the group, ensuring a continued focus on improvement to ensure learners achieve the qualifications they need to progress.
- To ensure that appropriate quality arrangements for all new courses are in place and that provision is consistent across the group.
- To lead on our college wide approach to attendance ensuring a relentless approach to improving learner's engagement.
- To ensure that the group provides an excellent learner journey taking account of feedback to drive continuous improvement.
- To discharge student behaviour responsibilities in line with the college policy and procedure.



Person Specification

	Essential	Desirable
Experience and Knowledge	• Minimum 2 years recent experience at a management level within an FE institution with significant impact. • Teaching experience at a range of levels. • Extensive knowledge and experience of all funding groups of students including, 14-16, 16-18, Adult, Tailored learning and Apprenticeships. • Experience of working with stakeholders in the identification of and development of curriculum that meets the needs of the community.	• Undertaken FE Inspector training. • Experience of leading across a multi-site educational institution. • Experience of Employer Engagement and managing relationships with employers regarding curriculum development, contracts and relationship management.
Qualifications	• Degree (level 6). • PGCE or equivalent. • Level 2 English and maths.	• Masters. • Level 3 English or maths.
Skills / Aptitudes	• Evidence of ability to build high performing teams. • Evidence of leading improvement strategies to successful outcome in the Further Education sector. • Excellent knowledge and application of learner performance data. • Knowledge of Additional Learning Support.	• Excellent knowledge, understanding and application of Value Added for both vocational and Academic curriculum. • Knowledge of post 16 English and maths curriculum and funding rules.
Personal Attributes	• Honesty and integrity. • Excellent work ethic with the ability to multitask • Team player. • Personal commitment to continuous learning. • Resilient personality, calm under pressure. • Exceptional oral and written communication skills and a natural ability to work effectively with a wide variety of internal and external stakeholders to both inform, influence and build relationships. • Strong commitment to equality, diversity and inclusion.	

Where aspects of the person specification are shown as 'desirable' it is understood that the knowledge, skills or experience required could be achieved through relevant training which the Group is committed to provide. In decisions on selection, however, preference will be given to those candidates who can already demonstrate competence in areas specified. In addition to the candidates' ability to perform the duties of the post, the selection process will also explore issues relating to safeguarding and promoting the welfare of children and vulnerable adults. The candidates must demonstrate a proven track record in ensuring that equality, diversity and inclusion are central characteristics of their work.

Application Process

For further information on this exciting opportunity please visit cornwall.ac.uk/jobs-at-the-College/

Closing date for applications is **Sunday 4 October 2026**