

SOUTH EAST CONSTRUCTION TECHNICAL EXCELLENCE COLLEGE

Job Description

Role Title:	Director of Regional Knowledge Centre (RKC)
Reporting to:	SECTEC Executive Director
Contract Type:	Fixed Term/Secondment to March 2029, with annual reviews
Salary:	£70,000, depending on qualification and experience
Location:	South East of England (Regional travel + NKC Gravesend presence)

Summary

Construction Technical Excellence Colleges (CTEC) are part of a £100 million initiative aimed at addressing construction skills shortages, responding to 35,000 vacancies in the construction sector and supporting the government's ambition to build 1.5 million new homes. They're being established in every region of England, as well as a National college and their goal is to train over 40,000 future construction workers by 2029, operating under a hub and spoke model with local training providers and employers. The CTEC Hub for the South East region is North Kent College and this covers the nine counties of Berkshire, Buckinghamshire, East Sussex, Hampshire, the Isle of Wight, Kent, Oxfordshire, Surrey and West Sussex.

The overarching objectives for the CTEC are to: 1) Boost construction skills provision; 2) Deliver high-quality teaching practice and curricula in construction; 3) Leverage employer engagement and investment in construction skills; 4) Collaborate with providers (spokes) to boost provision quality and 5) Promote clear pathways for learners to progress into work or into higher level construction courses in construction.

Role Purpose

The Director of the Regional Knowledge Centre (RKC) will provide strategic leadership for the development and delivery of the RKC as a leading regional centre of excellence for construction education and skills.

The postholder will lead a sustainable regional platform for curriculum innovation, professional development, employer engagement, knowledge sharing and digital resources, delivering measurable improvements in teaching, curriculum quality and workforce capability across the South East.

As a senior SECTEC leader, the Director will influence senior stakeholders across education, industry and the wider skills sector, represent the RKC and SECTEC regionally and nationally, and build its profile and reputation as a leading voice in construction education and skills.

The Director will have overall responsibility for the RKC's strategic direction, partnerships, performance, resources, impact and long-term sustainability, working closely with the SECTEC Executive Director and senior colleagues to deliver the programme's objectives and legacy.

Key Working Relationships

- SECTEC Executive Director and Senior Leadership Team
- SECTEC Programme Leads and Strategic Adviser on Curriculum
- RKC Curriculum Group and SECTEC Partnership Board
- Senior Leaders across Regional Colleges and Training Providers
- Construction employers, industry bodies and Chambers of Commerce
- National College, other CTECs and wider sector stakeholders
- Construction professionals, teachers and curriculum practitioners

Key Responsibilities

Strategic Leadership & Partnership Development

- Provide strategic leadership and direction for the RKC, establishing a clear vision, priorities and operating model that support the delivery of SECTEC's strategic objectives
- Develop and maintain a regional strategy for knowledge exchange, curriculum excellence, professional development and innovation across construction education and training
- Position the RKC as a recognised regional centre of excellence and an authoritative voice on construction curriculum, pedagogy, workforce development and skills
- Lead the development of a strong influential regional network spanning senior education leaders, curriculum professionals, employers, industry bodies and other strategic stakeholders
- Influence and secure commitment from senior stakeholders across the region, building consensus around shared priorities and opportunities for collaboration
- Represent the RKC and, where appropriate, SECTEC at regional and national meetings, conferences, sector forums and strategic partnerships.
- Identify emerging skills, policy, technological and labour-market developments and ensure that these inform the strategic direction of the RKC.
- Establish mechanisms for identifying and sharing innovative practice across the region and ensuring that successful approaches are capable of being scaled and replicated.
- Develop strategic relationships with the National College and other CTECs to facilitate national learning, collaboration and consistency of approach.

Curriculum Design, CPD & Quality

- Provide strategic leadership for regional curriculum excellence, professional development and teaching quality across construction education and training.
- Set the strategic priorities for CPD, curriculum innovation, resource development and communities of practice, ensuring alignment with SECTEC objectives and regional skills needs.
- Provide strategic oversight of RKC Online, ensuring it remains a high-quality, accessible and sustainable platform for professional learning and knowledge exchange.
- Chair and provide strategic leadership to the RKC Curriculum Group, ensuring priorities are evidence-informed, impactful and responsive to sector needs.
- Lead regional approaches to supporting new entrants, curriculum progression and the development of industry knowledge and dual professionalism among teaching staff.

- Commission and oversee high-impact CPD, resource development, communities of practice and action-research, ensuring measurable outcomes and continuous improvement.
- Promote and scale effective practice across providers, ensuring innovation and learning are shared across the South East.

Digital & Resource Development

- Set the strategic direction for digital learning, resource development and knowledge sharing across the RKC.
- Commission and oversee the development of innovative digital solutions and resources that enhance teaching, learning and professional practice.
- Ensure robust quality assurance, governance and content management arrangements are in place for RKC resources and platforms.
- Lead the development of sustainable approaches to the creation, management and sharing of regional curriculum resources.

Governance, Management & Sustainability

- Provide strategic leadership and accountability for the RKC team, budget, programme delivery and performance, ensuring effective use of resources and value for money.
- Set and monitor the RKC's strategic plan, objectives, performance measures and impact, reporting progress and risks to the SECTEC Executive Director and Partnership Board.
- Establish effective governance, risk management and evaluation arrangements to ensure the RKC delivers measurable regional impact.
- Lead the development of a sustainable operating and funding model for the RKC beyond SECTEC project funding, building strategic partnerships and securing its long-term legacy.
- Work with the SECTEC Executive Director and senior stakeholders to maximise the RKC's contribution to the wider SECTEC strategy and regional construction skills agenda.

Person Specification

All employees of the College are expected to work in such a way that delivers the following behaviours:

1. Customer focussed, through a “can do” attitude.
2. Consistent and reliable.
3. Collaborative, supportive and tolerant approach.
4. Reflective, and embraces new initiatives to improve performance.
5. Commitment to inclusive practice and learner-centred approaches.

These behaviours will form part of the criteria within the Appraisal process.

CRITERIA	ESSENTIAL	DESIRABLE	ASSESSED BY
(1) Qualifications:			
Educated to degree level (or equivalent)	√		Application / Interview
Post-16 teaching qualification (e.g. Cert Ed, PGCE, QTLS)		√	Application / Interview
Relevant leadership or management qualification, or equivalent senior leadership experience		√	Application / Interview
(2) Knowledge & experience to include:			

Proven experience developing and delivering organisational, regional or sector-wide strategy	√		Application / Interview
Significant senior leadership experience within FE, technical/vocational education, skills, workforce development or a related sector	√		Application / Interview
Demonstrable experience leading complex, multi-stakeholder programmes or initiatives	√		Application / Interview
Strong understanding of post-16 vocational/technical education, curriculum and quality improvement	√		Application / Interview
Significant senior leadership experience within FE, technical/vocational education, skills, workforce development or a related sector	√		Application / Interview
Proven track record of establishing and sustaining strategic partnerships and professional networks	√		Application / Interview
Experience reporting strategic performance, risk, impact and progress to senior leadership teams and/or governance boards	√		Application / Interview
Experience of developing and evaluating programmes to demonstrate measurable impact and value	√		Application / Interview
Experience of leading change, innovation and continuous improvement at organisational or system level	√		Application / Interview
Experience influencing senior leaders across organisational and professional boundaries		√	Application / Interview
Experience developing digital learning, knowledge-sharing platforms or innovative approaches to professional development		√	Application / Interview
Knowledge of construction education, skills and/or the wider construction sector		√	Application / Interview
Experience managing budgets, resources and/or significant commissioned programmes		√	Application / Interview
Experience developing sustainable operating, funding or partnership models		√	Application / Interview
Experience of employer-led curriculum development and engagement with industry		√	Application / Interview
(4) Skills and Attributes to include:			
Exceptional strategic thinking, with the ability to translate vision into measurable outcomes	√		Application / Interview
Highly developed influencing, negotiation and relationship-building skills	√		Application / interview

Ability to represent an organisation effectively at regional and national level	√		Application / Task /
Collaborative and inclusive leadership style, able to build consensus across diverse organisations	√		Application / Interview
Strong commercial and financial judgement, with an understanding of value for money and sustainable investment	√		Application / Interview
Excellent written, verbal and presentation skills, including communication with boards and senior stakeholders	√		Application / Interview
Ability to lead effectively in a complex, evolving and politically sensitive environment	√		Application / Interview
Innovative, entrepreneurial and solutions-focused approach	√		Application / Interview
Evidence-informed approach to decision-making, evaluation and continuous improvement	√		Application / Interview
Strong organisational and prioritisation skills, with the ability to balance strategic priorities and competing demands	√		Application / Interview
Resilient, adaptable and comfortable working with ambiguity and change		√	Application / Interview
Established networks across construction, FE, skills, employer or sector organisations		√	Application / Interview
Credibility and confidence when engaging with senior education, employer, government and sector stakeholders	√		Application

Who This Role Will Suit

This role will suit an experienced senior leader with a strong background in further education, construction, skills or workforce development, who can provide strategic leadership, influence senior stakeholders and build sustainable partnerships that deliver lasting impact across the construction education and training sector.

General

The job description sets out the main duties of the post at the date when it was drawn up. Such duties may vary from time to time without changing the general character of the post or the level of responsibility entailed. Such variations are a common occurrence and cannot of themselves justify a reconsideration of the grading of the post.

Staff are expected to comply with the College employment policies and procedures but in particular the Code of Conduct, DBS and Health & Safety Policy, which can be located on the College Staff Net system or via the HR Department.

Please sign as confirmation of your understanding and acceptance of the role.

You should retain one copy for your records and return one copy to the HR Department.

Sign: _____

Print: _____