

Candidate Brief

Vice Principal - North Devon College

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DODD PARTNERS

— BOARD & EXECUTIVE SEARCH —

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Exeter and North Devon Colleges Group

Exeter and North Devon Colleges Group (ENDC) was formed in January 2026 following the merger of Exeter College and North Devon College (formerly Petroc). Two of the original tertiary colleges in England, meaning they are the state sixth form solution in their respective locations, the resultant group is the second largest provider for 16 to 19-year-olds in the country.

In addition to 10,300 16-19 students, ENDC has trained over 3,000 apprentices this year and delivers a valued and focused Adult and HE provision; in total, the Group educates 17,500 learners. ENDC generates turnover of £118m annually, consistently achieves a sustainable surplus that is invested back into student experience and teaching and learning, and has solidly 'Good' financial health, as measured by DfE metrics.

The values of ENDC are Ambition, Collaboration and Energy. These values are shared by the 1,900 staff employed across the Group and recognised by the communities, partners and employers the colleges serve. ENDC's reputation for excellence is recognised within the DfE and ensures staff play an active role to support and contribute to the development of National Policy. The Group plays a leading role in the FE sector: Exeter College was amongst the first Technical Excellence Colleges (Construction), we are a DfE 'Expert Provider' for our ENDC apprenticeship provision, and our strength in teaching and learning means we are one of just six post-16 providers to be selected by the Educational Endowment Foundation to lead its 16-19 evidence partnership. Our Group is about striving to be exceptional in all facets of our work.

ENDC's sixth form provision operates through two 'place-based' colleges, Exeter College and North Devon College, encompassing A-Levels, the International Baccalaureate and a range of vocational and technical routes from Aerospace, Art and Media to Sport and Animal Care.

Exeter College

Exeter College operates across a number of sites, including the Centre for Progression in Tiverton, a dedicated centre for high needs learners. Apprenticeships, Adult education and HE delivery are operated by ENDC Group, with the provision taught mainly at the college sites.

North Devon College

Based at Sticklepath Hill in Barnstaple, North Devon College became a tertiary college in the 1970s, providing the sixth form for Barnstaple and the wider region. It offers a broad range of 16-19 curriculum incorporating A-Levels, T-Levels and vocational and technical routes across every subject sector. There are currently 2,200 learners studying in the sixth form with a further 600 apprentices having been trained during the year. In addition, around 1,500 adults and HE learners were enrolled during this academic year.

Following the merger, North Devon College is now able to leverage the knowledge, reputation and financial strength of the Group to begin a rapid improvement journey to recapture its 'Outstanding' status from a few years ago. There will be significant investment in the estate to improve the appearance and facilities, creating inspirational spaces for learners and staff. Aspirational building projects are being planned with a new A-Level Centre and extended Construction facility identified as early priorities.

The Group has planned investment in staff, systems and processes which will enable the college to be ready for the growth expected over the coming years. As well as increases to demography in the 16-19 cohort, improvements to the reputation within the region and the educational character of the college is expected to provide a significant opportunity to grow sixth form numbers.



Collaboration with the vibrant industries in North Devon, including high tech engineering firms, a dockyard and pharmaceutical companies, as well as emerging sectors such as the planned offshore wind development of Celtic Flow, will enable development of fantastic employer and skills links, driving apprenticeship, vocational and technical provision opportunities.

The Role

This exciting opportunity has arisen from the need to increase capacity in the Group Executive Leadership Team to support the drive towards our vision to become an exceptional college group. The successful applicant, based at North Devon College and line managed by the Group Deputy CEO, will engage with governors, leading on reporting progress and performance at North Devon College.

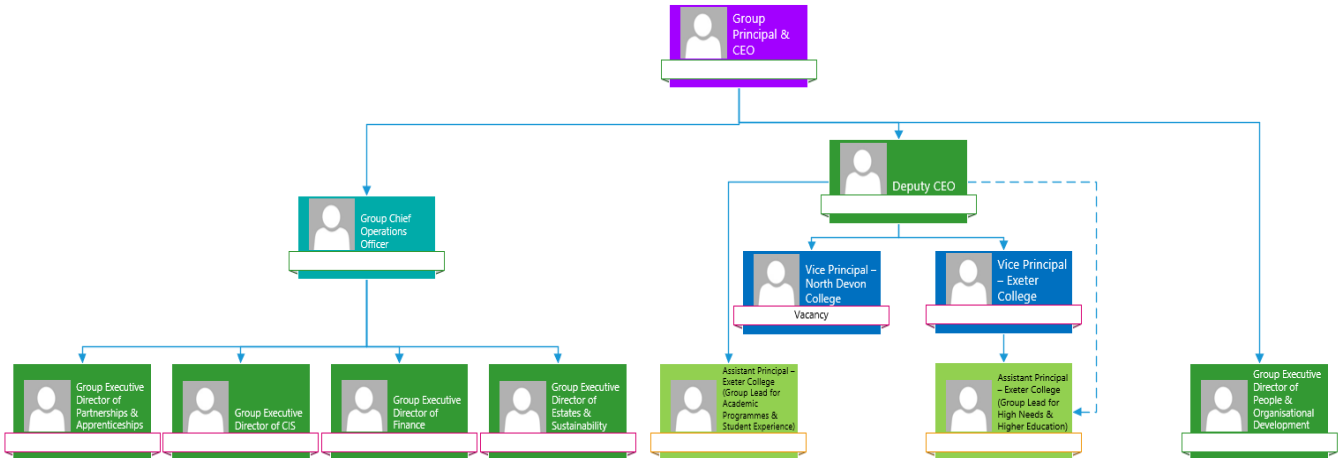


The successful candidate will lead teaching, learning and the student experience at North Devon College, supported by experienced Assistant Principals and providing direction to an excellent curriculum leadership team. As part of the Group's Executive Leadership Team, you will help to set the budget, identify priorities and be group lead on a key curriculum provision type. You will be supported by sector-leading business support teams who operate at a group level, servicing both Exeter College and North Devon College.

The successful candidate will have the opportunity to make a significant difference to a college and community. You will be the visible leader of the college for our North Devon learners, community stakeholders and partners. You will want to be part of the Devon community you serve so that you can play a full part in college life during term times. You will have the leadership presence and acumen to role model excellence and inspire ambition in others. Alongside our Deputy CEO, you will play an instrumental role in demonstrating the progress made in North Devon College in our next Ofsted inspection and therefore support the Group to achieve an exceptionally strong inspection outcome.

If you are a passionate and excellent curriculum leader, who has high standards and who believes in the power of education, we consider this is one of the best opportunities currently available in the FE sector. You might be in a very senior role already in a smaller educational setting, or a relatively new leader with a proven record of impact at scale. For us, talent, ethos and drive are as important as experience; we need the right person to fit with and complement our exceptional leadership team.

Leadership Structure



OUR VALUES ARE WHAT MAKE US, US!

AMBITION

- We are challenged and encouraged to push boundaries to enable us to realise our ambitions
- We are brave and take decisions that transform lives and foster achievement for all
- We are agile and embrace digital technology and continuous learning
- We believe in impact; we are passionate about our community and environment

COLLABORATION

- We collaborate with others to ensure we grow, thrive and initiate brilliance
- We are creative and innovative; we listen to and learn from others
- We care about place; we collaborate with others to ensure success for our community
- We believe that we are stronger together and actively seek out partnerships that make a difference and help us enrich our college

ENERGY

- Our expertise, passion and actions energise and enthuse those around us
- We care and support our people and our community. We believe that we excel when we are empowered, engaged and enjoy our time at college
- We are driven by the success of our learners, supporting every learner to achieve and progress
- We are proud of our achievements and actively seek out opportunities to celebrate these and set ourselves our next challenge

JOB DESCRIPTION

JOB TITLE: VICE PRINCIPAL

ROLE OVERVIEW

Job Title:	Vice Principal
Contract:	Permanent
Responsible to:	Group Deputy Chief Executive

Purpose

The Vice Principal is the visible senior leader for North Devon College, working as part of our Executive Leadership Team providing strategic leadership to ensure the College delivers an exceptional learner experience, outstanding educational outcomes and a curriculum that is ambitious, inclusive, employer-led and aligned to local, regional and emerging skills needs. The postholder will hold local accountability for quality,

teaching, learning and assessment, inspection preparedness and sustained learner destinations, while contributing to the strategic success and growth of the Exeter & North Devon Colleges Group. Working as part of the Executive Leadership Team, the postholder will deliver the Group's mission and vision whilst building a culture of high expectations, collaboration and continuous improvement at North Devon College.

Key Responsibilities

- Act as the senior leader for North Devon College, ensuring an outstanding student and staff experience and providing strong, visible leadership across the college.
- Lead, inspire and develop the North Devon College Leadership Team, ensuring effective performance management, operational excellence, financial stewardship and delivery of strategic priorities.
- Ensure the effective implementation and delivery of curriculum provision across North Devon College, ensuring it remains ambitious, responsive and aligned to employer need and local, regional and national skills priorities.
- Lead by example to promote the Exeter & North Devon Colleges Group values, through the delivery of collaborative practice and consistently high expectations.
- As part of the Executive Leadership Team, drive an exceptional and inclusive learner experience, ensuring learners feel safe, supported, valued and engaged throughout their time at the College.
- Implement the Group approach and strategy to teaching, learning and assessment, ensuring inspiring professional development, evidence-informed pedagogy, visible leadership and a culture of continuous improvement.
- Drive high-quality outcomes for North Devon College learners.
- Work with Group leaders to ensure the curriculum is high quality, financially sustainable and responsive to learner, employer and community needs through the effective deployment of resources and innovative approaches to curriculum delivery.
- Build a high-performing culture through effective leadership, coaching and accountability, ensuring all Faculties and Departments work collaboratively towards shared strategic objectives and consistently deliver exceptional learner outcomes.
- Working with the Group Deputy CEO and the Exeter College Vice Principal, ensure the Group is fully prepared for inspection and act as the inspection lead for North Devon College, embedding inspection readiness and confidence throughout.
- Act as the senior ambassador for North Devon College, building and maintaining deep, impactful relationships with employers, schools, universities, local authorities, community organisations and industry partners, leading to curriculum innovation, investment opportunities, specialist development and meaningful progression pathways.
- Participate in regional strategic skills conversations to position Exeter & North Devon Colleges Group at the forefront of the region's workforce development needs.
- Provide clear, concise and insightful reports to the North Devon College Assistant Principals, management

team, presenting complex information and data in an accessible way, delivering briefings and training where required, and making clear, evidence-based recommendations to inform decision-making.

- Monitor and evaluate college performance through the effective use of data and quality indicators, taking timely action to secure exceptional outcomes and continuous improvement.
- Meet agreed performance targets and contribute to the Group's strategic and operational success.
- Deputise for the Group Deputy CEO as needed.
- Chair internal and external committees as required.
- Attend and contribute to ENDC Board and Committee meetings, including annual strategic events, providing high-quality reports and advice to support the effective governance of the Group.
- Champion equity, diversity, inclusion and belonging, ensuring these shape leadership, curriculum and culture.

Group Responsibilities

- Provide outstanding leadership across the Group, fully leveraging the benefits of collaboration and shared expertise, and modelling the highest standards and expectations for staff and students.
- As part of the Executive Leadership Team ensure the Group is deeply responsive to the needs of students, employers and the regional community, developing the Exeter & North Devon Colleges Group as a civic and economic anchor institution, and ensuring each College maintains impactful external engagement and demonstrable civic commitment.
- Along with senior colleagues, provide oversight of safeguarding, Prevent, online safety and statutory compliance across the Group.
- Promote an inclusive, supportive and collaborative working culture that empowers colleagues to deliver an exceptional curriculum informed by the best, evidence-based pedagogy and aligned to future skills needs.
- Work with the Executive Leadership team to ensure delivery of the Group's Strategic Plan and continual progress towards being an exceptional, sector-leading FE group.



Mandatory Duties

1. Safeguard and promote the welfare of children, young people, and vulnerable adults.
2. Promote equality, diversity, and inclusion across all aspects of Group operations.
3. Uphold and role-model the Group's values and leadership behaviours.
4. Discharge all responsibilities in accordance with legislative, regulatory, and governance frameworks.

Additional Duties

To undertake such additional duties as may be reasonably required commensurate with the level of responsibility within the Group at the initial place of work or any other of the College's sites and may need to travel overseas.



Person Specification

Qualifications

- Undergraduate degree
- Certificate in Education (PGCE or equivalent)

Essential Criteria

- Successful educational leadership experience with responsibility for curriculum, quality, staff performance and learner outcomes.
- A proven ability to lead, motivate and develop staff within a high-performing organisation, setting aspirational standards, modelling exemplary professional behaviours and contributing to a culture of ambition, accountability and inclusion.
- A proven track record of delivering or contributing to exceptional outcomes under inspection or internal review frameworks.
- Effective budget management, with a proven track record of achieving and/or exceeding financial targets.
- Demonstration of a high level of awareness of effective approaches to teaching, learning and assessment.
- Proven ability to monitor and evaluate departmental performance, identify priorities for improvement and take timely, evidence-based decisions that secure positive change.
- A track record of robust, data-informed curriculum leadership that has led to improvements in standards, quality and curriculum impact.
- A proven record of successfully leading organisational change and continuous improvement.
- The ability to hold staff to account where necessary and have necessary conversations that bring about significant improvement.

Personal Qualities

- A motivational, ambitious and energetic leader.
- A demonstrable ability to lead and inspire staff and students and manage resources effectively.
- Ability to embrace change, work flexibly and accept responsibility for the attainment of agreed targets.
- The ability to write succinct, sharp, concise reports tailored to meet the intended target audience.
- A confident and compelling presenter with the ability to deliver to large audiences.
- Ability to motivate, inspire and influence a diverse workforce by example and persuasion to achieve the highest personal and professional standards.
- Ability to build and maintain excellent professional relationships at all levels, both internally and externally.
- Emotionally resilient, setting high expectations of themselves and others within the Group.
- Ability to work as a member of a team in an Exceptional College Group, with the ability to lead as well as support to achieve positive outcomes.
- Professional and confident with the ability to respond to challenges in a calm and professional manner.



Terms

Remuneration

The remuneration for this post is circa £110,000.

Annual Holidays

The annual leave entitlement is 35 days per annum, plus recognised public holidays.

Pension Scheme

The holder of this post will have access to an LGPS or Teachers Pension Scheme.

Relocation Allowance

This will be in line with current HMRC allowance rates

Checks

This appointment is subject to satisfactory pre-employment references, medical checks and DBS clearance.

Timeline

The following timeline is indicative and should only be used as a guide. This may be subject to change.

Process	Date
Close for Applications	9:00 am Monday 14 th September 2026
Interviews with Dodd Partners	w/c 21 st September 2026
Shortlist Meeting	w/c 28 th September 2026
Interviews with Exeter and North Devon Colleges Group	Monday, 5 th October 2026

How to Apply

Dodd Partners is undertaking the recruitment process on behalf of Exeter and North Devon Colleges Group. If you wish to apply for this position, please supply the following:

- A covering letter highlighting your suitability and how you meet the **Essential Experience** criteria detailed within the Person Specification, along with your current remuneration details.
- A comprehensive CV setting out your career history, with responsibilities and achievements.
- All applications should be emailed to Dodd Partners at your earliest convenience and no later than 9 am Monday, 14th September 2026 to contactus@doddpartners.com

Should you wish to have an informal discussion about the role, please contact John Dodd on 07545 431 848 or 01244 738 450. Alternatively, email: [johndodd@doddpartners.com](mailto: johndodd@doddpartners.com)

For more information, please visit: <https://exe-coll.ac.uk/endc/>

2025 – 2029 Strategic Plan: <https://exe-coll.ac.uk/strategic-plan-2025-29/>

