



TEC Partnership

Changing lives every day

Candidate Brief

Chief Financial Officer

TEC Partnership

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DODD PARTNERS

— BOARD & EXECUTIVE SEARCH —

www.doddpartners.com

TEC Partnership

The TEC Partnership is one of England's largest higher and further education providers. Operating along the east coast - from Skegness in Lincolnshire up to Scarborough in North Yorkshire - we provide accessible, high-quality learning across a diverse footprint.

Who We Are & Our History

While the TEC Partnership was officially formed in August 2020 through a merger between the Grimsby Institute of Further and Higher Education and East Riding College, our roots run much deeper. Our legacy of delivering education in the region dates back to the late 19th century, drawing on over 130 years of history that began with local technical institutes established to support coastal industries.

Today, our family includes:

- Grimsby Institute & University Centre Grimsby (North East Lincolnshire)
- East Riding College (Beverley, Bridlington, and Hull)
- Scarborough TEC (North Yorkshire)
- Skegness College (Greater Lincolnshire)
- The Academy Grimsby (a distinctive 14–16 secondary alternative)
- Specialist Divisions: TEC Apprenticeships, National Employer Training (NET) and Little Stars Day Nursery.

We employ around 1,200 people and serve over 13,000 further education students alongside hundreds of apprenticeships, higher education and degree-level learners annually.

What We Do

We bridge the gap between school, higher education, and the workforce by offering technical and vocational pathways tailored to learners at every stage of life—from 14-year-olds to adult career-changers.

We focus on delivering real-world, practical skills across our campuses. Our provision ranges from hands-on technical qualifications (such as T Levels), vocational trade courses and apprenticeships to adult re-skilling courses, commercial training for local businesses, and university-level degrees. We are one of a small number of colleges that hold degree awarding powers.

We collaborate closely with over 1,400 local employers to ensure our curriculum directly fills skills gaps in priority sectors like engineering, health and digital.

Whether we are investing in state-of-the-art facilities - such as our flagship Animal Management Centre in Grimsby or our campus in Skegness - or supporting our team's growth, our ultimate goal remains changing lives every day through opportunity.



GRIMSBY INSTITUTE

Located in the centre of Grimsby, Grimsby Institute is the main provider of technical and professional training in North East Lincolnshire. The Institute is the largest campus of the Partnership and is widely recognised for its extensive range of technical, vocational and academic programmes. Alongside this, it provides a broad curriculum that encompasses full and part-time provision from 14 years onwards. It offers a huge choice of training options among our Further and Higher Education courses, including apprenticeships, community provision, business training, work-based training and commercial activities.

The Nuns Corner campus is home to a state-of-the-art engineering and renewable energy centre, specialist construction facility, automotive centre including HGV, specialist art school and university centre. Other areas of provision include Nursing, Health and Social Care, Early Years, Computing and Games Design. We also have smaller community-based learning centres in Louth, Grimsby and Immingham that focus on training for adults.



UNIVERSITY CENTRE GRIMSBY

University Centre Grimsby delivers higher education qualifications, including foundation degrees, bachelor's degrees and professional qualifications developed in collaboration with universities and industry partners. This broad educational offer allows learners to progress through different levels of study without leaving the region.

EAST RIDING COLLEGE

East Riding College provides a wide range of full-time, part-time and higher education courses to people of all ages. It welcomes more than 1,600 full-time students every year and thousands more taking part-time, higher education and apprenticeship provision. The college strives to continually improve the high standard of teaching they provide and the campuses the students come to. The Flemingate site opened in 2015, bringing state-of-the-art facilities for employers and students



SCARBOROUGH TEC

Scarborough TEC includes dedicated facilities for the teaching of Construction, Engineering, Catering & Hospitality, Childcare,

Health & Social Care, Creative and Performing Arts, Business, Computing, Games Design, Hairdressing, Beauty Therapy, Media Make-Up and many other technical and professional areas. There is a firm emphasis on the development of flexible, higher-level skills, which have been identified as a key requirement for the wider economy going forward. Scarborough TEC also offers a wide range of apprenticeships and work-based training.



SKEGNESS COLLEGE

Since 2009, this college has been providing Skegness and the surrounding areas with an ever-expanding curriculum, giving learners the education and training that are targeted at the specific needs of this coastal community. In 2025, Skegness College relocated to a new, purpose-built £13.8m campus. The new centre offers a wide range of technical skills in a state-of-the-art environment.

THE ACADEMY GRIMSBY

The Academy Grimsby is a distinctive educational provision for students aged 14-16, operating as an alternative to traditional secondary school pathways. Its core mission is to deliver high-quality GCSE education concurrently with specialised professional and technical training across a variety of sectors.



The setting is focused on preparing young people for further education, apprenticeships, or direct employment by offering a career-related and supportive learning environment. A key appeal of The Academy Grimsby lies in its unique educational model which combines academic rigour with practical, vocational skills development. Students select from diverse pathways such as Engineering, Health & Care, Construction Trades, and Gaming & Coding, amongst others. The Academy has many benefits including smaller class sizes, a curriculum designed for academic progress

alongside vocational relevance and teaching delivered by experienced staff in realistic working environments.

NATIONAL EMPLOYER TRAINING (NET) UK

NET's activity is demand-led, collaborating closely with companies and other partners, and has a proven history of co-designing tailored, in-demand provision, responding to specific training needs linked to the economy and supporting business growth and employability. NET UK specialises in sector-specific training, education and recruitment. Supporting more than 11,000 qualifications gained per year and engagement with over 350 employers, NET is proactively helping individuals realise their potential. The NET provision complements the partnership's college-based delivery, and the team pride themselves on consistently achieving a minimum of 80% positive destinations with strong learner and employer satisfaction and above benchmark success data.



TEC APPRENTICESHIPS

TEC Partnership's Group Business Engagement Team collaborate with employers in the regions to secure high-quality sector-specific opportunities. The Group Business Engagement team work closely with stakeholders in meeting local and regional skills needs and the employer engagement activities are threaded throughout the learner journey including actively working with over 1,500 employers on all activities including work placement and work-related activity, Apprenticeships, and NET's Sector Work Academy Programmes. TEC Apprenticeships offer a diverse portfolio of sector standards and levels up to higher degree apprenticeships, and over 30 employers have contributed towards our Skills and Employment Advisory Boards.

LITTLE STARS NURSERY

Little Stars Day Nursery is an established childcare facility located on the Grimsby Institute campus, providing day nursery services since 1986. The nursery caters to children from the local community as well as children of Grimsby Institute students and staff, offering a significant number of child places. It operates year-round, with flexible session options and meal provisions, aiming to meet diverse childcare needs within the area. The core ethos of Little Stars Day Nursery centres on creating a safe, secure, and nurturing environment where children can learn, grow and develop into confident and independent individuals.



Our Strategy and Values

Guided by our overall strategic vision, Ambition 2030, our mission is simple: ***"Providing high-quality, inclusive education which inspires, equips and empowers."***

To deliver on this mission, our Ambition 2030 strategy focuses on four key strategic pillars:

- Empowering students to succeed by delivering an inclusive curriculum that enable students to take the next step on their career path.
- Improving Operational Performance by maximising sustainable processes, systems, resource management and employee support.
- Contributing to Economic Development by developing programmes, projects and partnerships that meet regional skills needs.
- Achieving Organisational Growth by working in partnership to identify and deliver on opportunities for growth.

Everything we do is underpinned by our four core values:

- Respect: Respecting each other.
- Ambition: Ensuring ambitions are realised.
- Inclusiveness: Inclusive for all.
- Sustainability: Caring for our environment and embedding green skills across our courses.

Key Information

TEC Partnership: <https://tecpartnership.com/>

TEC Partnership's Strategic Plan: <https://tecpartnership.com/strategic-plan/>

Ambition 2030: <https://tecpartnership.com/wp-content/uploads/2025/08/ambition-2030.pdf>



Job Specification

Job Title: Chief Financial Officer
Reports To: Chief Executive
Reports: Finance, Purchasing, MIS, Refectory Services, GDPR and Risk Management

Purpose

To provide strategic financial leadership across TEC Partnership (the college group), ensuring long-term financial sustainability, compliance with public sector regulations, and effective risk and opportunity management. The Chief Financial Officer is a key member of the executive team and plays a critical role in shaping the organisation's future, including oversight of data protection and catering services.

Key Responsibilities

- Lead the development and implementation of the group's financial strategy.
- Advise the CEO and Board on financial planning, investment and risk.
- Ensure compliance with the College Financial Policies, Managing Public Money and other statutory requirements.
- Oversee financial forecasting, budgeting and reporting across all colleges in the group.
- Lead on risk management, identifying financial risks and opportunities, and ensuring robust mitigation strategies.
- Act as the senior responsible officer for GDPR compliance, ensuring data protection policies, training and reporting are in place and effective.
- Provide strategic oversight of catering operations ensuring they are financially sustainable, compliant and aligned with student and staff needs.
- Engage with external stakeholders including funding bodies, auditors and regulators.
- Provide leadership to the finance team, ensuring high standards of financial governance and performance.
- Support strategic initiatives such as capital projects, mergers or curriculum expansion with financial insight.
- Champion value for money, sustainability and ethical financial practices across the group.



Specific Duties

- The post holder will be required to encompass the use of Information and Learning Technology (ILT) as appropriate to their level of responsibility.
- Comply with, and implement as appropriate, all Partnership policies and procedures with particular reference to Equal Opportunities, Quality and Health and Safety.
- Undertake continuing professional development as appropriate. Take a full part in the Partnership's staff development programme.
- Undertake such other duties and responsibilities as may be reasonably required by the Chief Executive and Chair of Corporation within the level and grading of the post, working flexibly across other areas of the Partnership as required.

Budget Responsibilities

- The post holder is required to ensure that the areas under their responsibility achieve budget on a monthly/ annual basis and is responsible for all financial elements of the group.

Professional Development

- The post holder will proactively take part in the Partnership Appraisal (PDR) process and will appraise any staff they are responsible for.
- The post holder must undertake all training deemed mandatory by the Partnership (e.g. Safeguarding, Equality and Diversity and Health and Safety) and will be expected to attend all other relevant training and continuous professional development events. They are responsible for their own professional updating.

Health and Safety:

The post holder will be required:

- To take reasonable care to safeguard their own safety and that of others with whom they work;
- To cooperate with designated officers named by the Governors and/or the Principal and any other designated leaders to enable the Partnership to comply with its obligations under Health and Safety legislation;
- Not to interfere with or to misuse anything provided in the interests of health and safety or welfare; and
- To report immediately any defects in plant, equipment or the environment.

Equality & Diversity

- TEC Partnership is committed to the provision of equal opportunities and strives to ensure that unfair discrimination does not occur. All employees have a duty to ensure unfair discrimination does not occur and to support the implementation of the Partnership's Equality policy as appropriate.

Safeguarding:

- The Partnership recognises that it has a statutory and moral duty towards safeguarding the welfare of children, young people and, if appropriate, vulnerable adults who participate in any group activities and expects all staff to share this commitment. All safeguarding mandatory training and updating must be undertaken.

Policies & Procedures

- All staff are required to be aware of and comply with all TEC Partnership Policies and Procedures which are accessed via the Virtual Learning Environment.



Person Specification

Qualifications

Degree qualified or equivalent with a recognised CCAB qualification: ACA, ACCA, CIMA or CIPFA.

Essential Experience

- A proven track record of success in a strategic financial leadership role within a customer-centric environment of relevant scale and complexity.
- Prior responsibility for organisation-wide financial control, risk, reporting and systems development, to include the consolidation of accounts and board reporting.
- Detailed understanding of financial systems associated processes and governance structures to inform financial planning and analysis, to better support strategic decision making and aid forecasting.
- Proven track record and success of working with complex revenue lines and previous experience of delivering innovative solutions and continuous improvement across finance and wider operational activities.
- Experience of treasury functions (to include investment portfolio management) with accountability for regulatory compliance and audit management.
- Strong exposure to the development and analysis of commercial opportunities for growth and diversity of revenue (bids and tenders, funding, start-ups) to ensure effective and efficient use of group resources.
- Strong project management skills as well as a profound understanding of risk management techniques and protocols to ensure the sustainability of TEC Partnership.
- Strong understanding of procurement protocols with negotiating and influencing skills and the ability to convince through personal credibility.
- Experience of leading teams with a clear capacity to ensure financial prudence and business partnering is truly embedded across the organisational structure.

Personal Qualities & Skills

- An innovator and motivator who promotes new thinking to achieve change and continuous improvement, both in individuals and across the organisation.
- Undisputed personal integrity and a personal style that demonstrates authority and commitment with a proven track record of insightful judgement and delivering against organisational objectives.
- A proactive learner, with an open manner and exceptional interpersonal skills who can adapt quickly to the group's operating environment and establish trust and respect at all levels, both internally and externally.
- Provide direction, challenge and leadership in a way that inspires confidence and commitment from others across your professional remit and beyond.
- Clear capacity to develop strategic and operational plans to achieve organisational objectives in a clear and concise fashion.
- Capacity to be resilient with clear analytical mindset to identify issues and manage complex and informative data.
- Excellent communication skills with the ability to engage effectively with stakeholders, students, the Board, academic and operational colleagues at all levels, and to communicate complex issues in clear language to a range of audiences.
- Robust judgement with the ability to seek and challenge information to reach and take decisions.
- High levels of visibility at all times across the operational and strategic environment.
- Demonstrable commitment to, and understanding of, diversity and equality.



Terms

Remuneration

The remuneration for this post is highly competitive and commensurate with the role's requirements.

Annual Holidays

The annual leave entitlement is 35 days per annum, plus Christmas closure days (variable) and recognised public holidays.

Pension Scheme

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

Checks

This appointment is subject to satisfactory pre-employment references 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 TEC Partnership	Early October 2026

How to Apply

The recruitment process is being undertaken by Dodd Partners on behalf of TEC Partnership. 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 9am 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)

