



About the Role – Employment Details

Post Number	A168
Job Title	Director of Digitec (Digital Technical Excellence College)
Salary	Circa - £80k per annum
Contract Type	Fixed term to 31 July 2029 - 37 hours per week
Campus	Cheltenham/Gloucester/Cinderford
Department	Exec
Reporting To	Chief Financial Officer
Holiday	37 days per annum
Pension	Peoeple's Pension (8% matched contribution) or LGPS

Role Purpose

To provide strategic leadership and overall accountability for Gloucestershire College's Digital & Technologies Technical Excellence College (TEC) programme, ensuring the successful delivery of the approved Wave 2 TEC Delivery Plan and achievement of Department for Education objectives.

The role will drive innovation in digital skills provision, maximise the impact of government investment, and position the College as a nationally recognised centre of excellence, delivering measurable outcomes for learners, employers, and the wider skills ecosystem.

About the Role – Duties and Responsibilities

1. Programme Leadership and Accountability

- Take overall responsibility for the successful delivery of the TEC programme, including outcomes, impact, and compliance
- Act as the senior responsible lead (SRO-equivalent) for TEC delivery
- Serve as the primary point of contact with DfE and key stakeholders, reporting through the Executive

2. Delivery Plan Implementation and Mobilisation

- Lead the mobilisation and delivery of the approved TEC Delivery Plan
- Translate the plan into clear delivery programmes, workstreams, and milestones
- Ensure delivery of all revenue-funded activity in line with agreed outputs and outcomes





- Oversee the development and delivery of capital investment projects, including facilities and equipment
- Drive delivery at pace, ensuring the College meets all DfE expectations, timelines, and performance measures
- Continuously refine delivery in response to emerging policy, sector needs, and performance data

3. Delivery Against TEC Objectives

Lead the project to successfully deliver all five TEC objectives:

- Employer-led skills provision – ensuring curriculum and growth aligns to employer demand and priority digital occupations (e.g. AI, cyber, advanced technologies)
- Excellence in teaching and curriculum – establishing best-in-class digital provision and specialist CPD for staff and partners
- Employer engagement and investment – securing active employer involvement, co-design and co-investment
- Hub and spoke system leadership – building and leading a national network of delivery partners, sharing curriculum, CPD and expertise
- Learner pathways and progression – delivering clear progression routes into L4+ learning and high-value employment

4. Governance, Risk and Assurance

- Establish and lead robust programme governance structures
- Ensure effective risk identification, mitigation, and control
- Provide high-quality assurance reporting to Executive, Board, and DfE
- Ensure full compliance with:
 - DfE funding and assurance requirements
 - Public sector governance and audit expectations

5. Financial Accountability

- Hold accountability for TEC funding (revenue and capital)
- Ensure delivery of agreed outputs and value for money
- Oversee financial planning, monitoring, and reporting
- Secure and manage employer co-investment and external contributions





6. Partnerships and System Leadership

- Build and lead strategic relationships with:
 - Employers in digital and technology sectors
 - Strategic Authorities and LSIP Employer Representative Bodies
 - Government departments and national sector bodies
 - FE and HE partners within the hub-and-spoke network
- Position Gloucestershire College as a national leader in digital technical education
- Contribute to national TEC collaboration and policy development

7. Team Leadership and Delivery Culture

- Lead and influence multidisciplinary teams across the College and partner network
- Establish a strong delivery-focused, accountable culture
- Ensure clarity of roles, ownership, and performance expectations across all delivery partners

About the College – Our Expectations

- Take an active part in Professional Development Conversations (PDC)
- Engage with all relevant Health & Safety regulations and assist the College in the implementation of its own Health & Safety Policy
- Actively promote the College's Equality and Diversity Policy
- Actively promote the College's Safeguarding Policy and Practices
- Support the College's sustainability policies and recognise the shared responsibility of carrying out duties in a resource efficient way
- Participate in enrolment
- Participate constructively in college activities and to adopt a flexible approach to your work.
- Undertake a first-aid qualification and participate in the first aid rota, as required.
- Undertake any other relevant duties as specified by your line manager commensurate with the level of this post





About You

Our Shortlisting Criteria

Essential	<ul style="list-style-type: none">– Proven track record of successfully delivering complex projects at scale, with clear accountability for outcomes and KPIs– Experience operating at senior leadership (Director level or equivalent) within a complex organisation– Demonstrable experience of delivering externally funded or government-backed programmes, including compliance with funding and assurance requirements– Experience of leading multi-partner delivery models, working across organisations, sectors, or geographies– Strong experience of working with employers and external stakeholders to design and deliver skills or workforce solutions
Desirable	<ul style="list-style-type: none">– Experience of delivering programmes within a Technical Excellence College (TEC) context, Institute of Technology, or similar national skills initiatives– Proven track record of successfully delivering complex, high-value programmes– Track record of leading digital or technology-focused provision, including areas such as AI, cyber security, or advanced digital skills– Experience of managing or contributing to capital investment projects (e.g. estates, specialist facilities, equipment)– Experience of working with DfE or central government departments on funded programmes or policy initiatives– Experience of operating within a hub-and-spoke or networked delivery model, including working with multiple FE providers





The Perfect Person for us will demonstrate

<p>Abilities</p>	<ul style="list-style-type: none"> – Ability to lead and deliver complex programmes at pace, ensuring outcomes are achieved to time, budget, and quality standards – Ability to translate policy, funding requirements, and strategic plans into effective operational delivery – Ability to mobilise large-scale programmes, establishing clear structures, workstreams, governance, and accountability from the outset – Ability to manage risk proactively, identifying issues early and implementing effective mitigation strategies – Ability to lead and influence across organisational boundaries, coordinating delivery across internal teams, partners, and stakeholders without direct line management – Ability to build and sustain high-impact partnerships with employers, government bodies, and education providers – Ability to drive performance through data and insight, using metrics to monitor progress, identify issues, and continuously improve delivery – Ability to manage significant budgets and ensure value for money, including aligning investment to strategic priorities and outcomes – Ability to lead system-wide improvement, sharing best practice and raising quality across networks (e.g. hub-and-spoke delivery) – Ability to communicate complex information clearly and effectively to a range of audiences, including Executive, Board, DfE, and external stakeholders – Ability to operate credibly at senior level, representing the College in national forums and influencing policy and practice
<p>Job Circumstances</p>	<ul style="list-style-type: none"> – Able to travel between college sites (if required) – Undertake any training required for the role – Hold an Enhanced DBS check with child barred list check or be willing to undertake a check. – This job description outlines the main duties at the time it was written. Tasks may change, but the role’s overall nature and responsibility remain the same. These changes are normal and don’t justify a change in the post’s grading.





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Safeguarding

At Gloucestershire College, we are committed to promoting the welfare and safeguarding of our young people and vulnerable adults. The College expects all students, staff and visitors to share this commitment. Safer recruitment practices are an essential part of this commitment.

If shortlisted, you will be required to complete a self declaration of any criminal record or other information that may make you unsuitable to work with children. This includes explaining any gaps in employment. Applicants will be required to disclose any cautions, convictions, reprimands or final warnings in line with the Rehabilitation of Offenders Act. The College is committed to the fair recruitment of ex-offenders in line with its policy and legal responsibilities.

Candidates will be asked to provide evidence of their right to work in the UK. Satisfactory references and online searches will also be completed as part of the safer recruitment process. The online search reviews publicly available information, including social media, to identify any concerns that may require further discussion. References may be requested either before interview, with consent, or following an offer of employment.

All successful applicants will be required to complete an enhanced DBS check appropriate to the role.

