



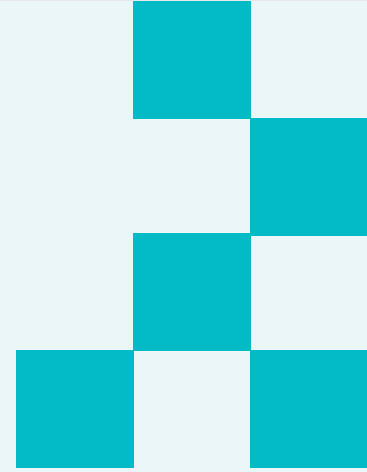
DCG

DERBY COLLEGE GROUP

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DCG Candidate pack

**Director of Strategy, Innovation
and Corporate Affairs**

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Introduction from our CEO

Here at DCG we have the wonderful job of turning the impossible into reality for our students; we share the power of an excellent education as a catalyst for success in work and life. In turn, we have the privilege of contributing to the talent pipeline our employers so desperately require at the same time as driving social justice for our communities.

As a public sector organisation, we will spend £68m of public money in this academic year, on improving the life chances and employment prospects of over 13,500 local residents.

Our plan has been developed in consultation with our stakeholders and builds on the significant achievements accomplished during the previous strategic period. Our strategy has been aligned with the current and predicted needs of our local economy and social environment. However, we commit to refreshing this plan annually, in line with the rapidly changing world of education, the economy and society, incorporating any new opportunities and mitigating against any emerging threats.

We are recruiting for a new role of Director of Strategy, Innovation and Corporate Affairs to join our leadership team. In this exciting key role you will take responsibility for leading the development and delivery of our strategic vision, and champion innovation across our organisation.

Our vision is to have a diverse, inclusive, supportive and collaborative working environment for our people where:

- Leaders and managers are exceptional role models, champion our culture, live our values and facilitate high performance; and where
- Team members are engaged, motivated and empowered to develop their skills and talent.

Over the next three years of our strategic cycle, our Director of Strategy, Innovation and Corporate Affairs will:

- Lead the strategic development of the organisation, ensuring that DCG has an innovative and challenging strategic in place to meet local economic and civic needs
- Drive the delivery of DCG's 2025-2028 Corporate Strategy, monitoring strategic enactment and impact, communicate progress, develop and oversee the strategic planning policy and processes, provide policy insight, analyse external landscape, and positively influence internal and external reputation and lead on innovation and design thinking

This is a key role bringing with it an opportunity to influence both internally and externally whilst collaborating with our CEO, CFO, Director of External Engagement and Head of Curriculum Design.

Working in the further education sector is fast-paced, ever changing and always challenging – and it is hugely rewarding in terms of outcomes that change people's lives for the better!

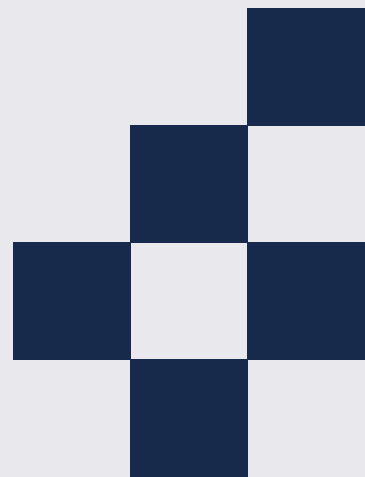
If you want to know more ahead of making an application, please contact us for an informal chat via: **hrrecruitment@derby-college.ac.uk**

Kind regards

Mandie Stravino

CEO

Derby College Group



Our Vision

To create world class, accessible education opportunities that enrich lives and to make bright futures a reality for all

Our Mission

To predict and serve the needs of our business and civic communities by preparing students for the next stage of their lives

Our Strategic Priorities

To deliver educational excellence, champion social mobility and enable economic prosperity



About DCG

The Group supports around 14,000 students encompassing the key funding streams of 16 to 19 funding, adult skills fund, apprenticeships, advanced learner loans and Higher Education.

We work in partnership with 100s of employers and our turnover is around £57million.

Derby College was formed in 2002 as the result of a three-way merger which brought together the City's two former tertiary colleges, Mackworth and Wilmorton, and the land-based college, Broomfield. In 2010, a category B merger was undertaken which saw the former South East Derbyshire College dissolve and join the Group. However, the mergers meant Derby College consisted of several corporate bodies, subsidiary companies and was made up of several college campuses, each serving specific communities with their own distinct identities, so in November 2018, following approval by the Secretary of State, Derby College became the Derby College Group - DCG. DCG currently includes:

- **The Joseph Wright Centre** – Post-16 Academic and Arts College
- **Broomfield Hall** – Land-based and Leisure College
- **The Roundhouse** – Technical and Professional Skills College, including Construction and Engineering
- **Ilkeston Community College** – Adult Community College Brickwork Apprenticeship Academy
- **St James Centre** – Adult Community Centre providing literacy, numeracy and ESOL.
- **Little Explorers** – a forest school nursery
- **DCG Services Ltd** – a limited company which provides services to the Group, currently cleaning services across the estate.

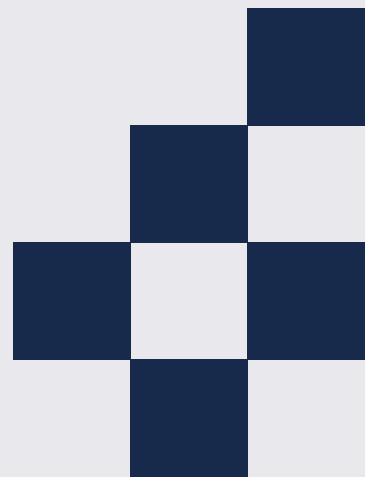
The Group's colleges include high street commercial ventures, offering services to members of the public, as well as providing a setting for students to gain valuable work experience.

Our People

Education really is a people business, and colleges are the embodiment of a learning organisation!

We employ just over 1000 people within DCG and our subsidiary company DCG Services Ltd. With a payroll of c £40million, most of our income is spent on the employment of our people who, in turn, are our greatest asset.

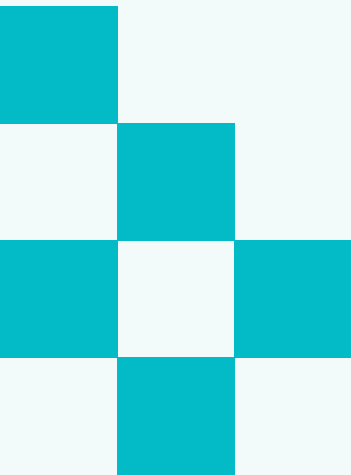
DCG – Derby College Group is a multi-campus large further education college with c14,000 students and an annual turnover of £57m.



We are seeking a Director of Strategy, Innovation and Corporate Affairs to lead strategic development of the organisation, ensuring that DCG has an innovative and challenging strategic plan in place to meet local economic and civic needs.

Job description

Job title	Director of Strategy, Innovation and Corporate Affairs
Reporting to	Chief Executive Officer (CEO)
Job purpose	To drive the delivery of DCG's 2025-28 Corporate Strategy, monitor strategic enactment and impact, communicate progress, develop and oversee the strategic planning policy and processes, provide policy insight, analyse external landscape, positively influence internal and external reputation and lead on innovation/design thinking.



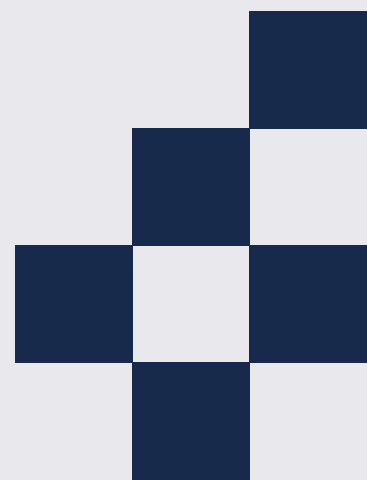
Key Responsibilities

Strategic Leadership

- Collaborate with the Governing Body, Strategic Leadership Team (SLT), and stakeholders to develop DCG's Corporate Strategy (vision, mission, strategic ambitions), informed by labour market information (LMI), local needs, and business intelligence. Operates on a three-year cycle
- Partner with SLT and relevant leads to design, implement, and review progress of Core, Facilitating and Legislative Strategies
- Ensure DCG complies with Section 52B of the Further and Higher Education Act 1992 by reviewing provision against local needs and recommending actions to better meet those needs in liaison with Director of External Engagement and Head of Curriculum Design
- Set, monitor, and report on progress toward strategic outcomes and KPI targets. Collaborate with the CFO to align strategic KPIs with operational KPIs, monitor drift, and support SLT in recovery planning.
- To produce the Annual Impact Report to share DCG's Strategic Intent and progress with internal and external stakeholders
- Lead and embed innovation and change management programmes, including establishing structures for ongoing institutional transformation and overseeing DCG's design thinking process to address strategic challenges and inform emerging strategies
- Lead strategic decision-making processes and guide others in evaluating and selecting strategic options

Strategic Planning, Policy and Institutional Alignment

- Define, review, and communicate DCG's strategic planning policy, including:
 - Planning cycle and process (e.g. design thinking)
 - Strategic tools (e.g. SWOT, PESTEL)
 - Performance management mechanisms (e.g. KPI setting and monitoring)
 - Celebration of achievement (e.g. Annual Impact Statement)
- Work with the CEO to develop processes, policies, and procedures for reviewing strategy enactment, including performance against KPIs, evaluation of emerging strategic options, and guiding strategic decision-making
- Oversee strategic planning and performance across external and institutional change initiatives, ensuring alignment across departments and functions.
- Partner with the Deputy CEO, CFO, and Head of Curriculum Design to steer annual planning, financial projections, and curriculum business planning. Ensure DCG's strengths and resources are aligned with corporate strategies
- Ensure institutional strategies are embedded within core strategies, particularly in areas such as educational pedagogy and student experience



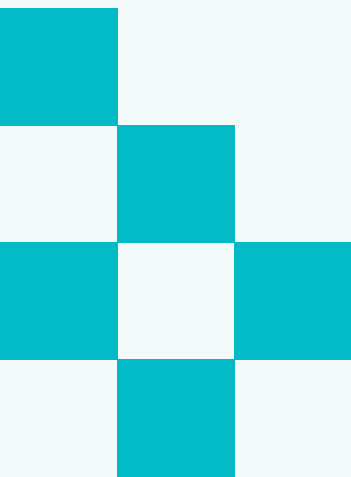
Strategic Funding, Business Development and Project Delivery

- Conduct horizon scanning to identify funding and new business opportunities aligned with DCG's Corporate Strategy. Establish and lead the evaluation process, engaging internal and external stakeholders to assess viability, strategic fit, and risk
- Responsible for identifying, evaluating, and bidding for grants and funding that support DCG's strategic objectives and financial sustainability. Lead bid writing and submission processes, ensuring proposals are financially viable, deliverable, and appropriately risk assessed
- Manage mobilisation of successful projects, implementing systems to monitor deliverables and financial performance. Collaborate with cross-DCG teams to ensure successful execution and compliance with external funding requirements.
- Provide progress reporting and ensure compliance with funder requirements, including submission of monitoring returns and performance data
- Develop and maintain regional and national networks to support collaborative bidding and maximise strategy funding opportunities
- Support and prepare the CEO for public events and appearances, including speech writing, presentations, and briefings. Manage corporate communications related to direct messaging from the CEO, ensuring consistency and strategic alignment
- Enhance DCG's reputation through strategic engagement with internal and external stakeholders, including MPs and policy influencers. Communicate DCG's strategic direction and responses to government, regional, and local policy announcements

- Build influential relationships and advise the CEO, SLT, and Board on the potential impact of strategic decisions on stakeholders. Work with the Aide to the CEO to support enactment of the Corporate Communication Plan
- Conduct analytical reviews of internal and external data, transforming it into actionable intelligence to inform strategic decisions and performance management

Corporate Communication and Intelligence, Strategic Insight, and External Representation

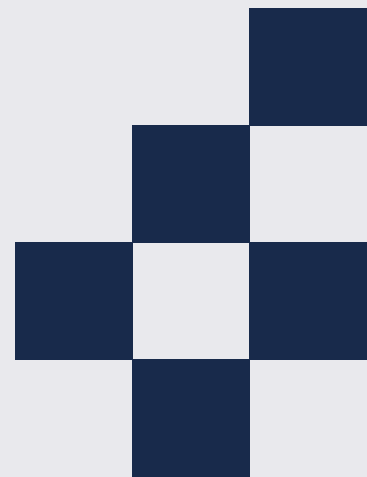
- Support the Group CEO and Executive Team by providing intelligence and advice on national and local policy developments, supported by the Director of External Engagement. Represent the CEO at external meetings as required, ensuring DCG's strategic interests are communicated effectively
- Identify and communicate emerging policy developments, suggesting strategic actions in response. Provide structured analysis of policy in the context of DCG's strategic direction, identifying opportunities and threats supported by the Director of External Engagement
- Continuously seek new data sources to inform decision-making. Lead custom research initiatives to generate detailed insights across DCG, including market share assessments and sector trend analysis*
- Collaborate with the Head of Reporting and Finance Director to assess outcomes of benchmarking exercises and reports, recommending actions based on analysis
- Apply structured critical thinking to:
 - Local priorities (LMI, demographics, sector needs)
 - Policy developments (inspection, education & skills, government)
 - Customer and market trends (students, commercial clients, parents)
 - Competitor landscape (market share, positioning)



Person Specification

Competencies

- Outstanding strategic thinker with a proven track record of strategy development and enactment in complex education environments
- Experience in making data informed decisions with strong data analysis, report writing critical and creative thinking skills
- Expertise in innovation and able to use design thinking, and other tools, to drive creative thinking and generate valuable ideas/strategies
- Talent for horizon scanning and assessing the potential opportunities and threats to the organisation and proposing/driving actions to mitigate threats and maximise opportunities
- Experience in carrying out research to inform strategic advancement
- Competent in writing highly effective and documents, report, presentations, strategies, bids, tenders etc.
- Ability to evaluation and present carefully and considered arguments/proposals and evaluate the impact of DCG's strategies
- Ability to influence strategic/creative thinking in leaders/managers across the organisation
- Able to analyse, summarise and understand the long term trends of DCG's students, community and employers' needs and match these to an evolving strategy/curriculum offer
- Organisational cultural awareness – ability to understand the underlying internal and external forces affecting the organisation's behaviour and suggest ways to change the culture to ensure strategic enactment.
- Diplomatic, team player with strong influencing skills and an ability to build and leverage strong network of peers and partners
- Experienced and aware of the education, skills and training sector in terms of government agendas and policies
- Strong communication and interpersonal skills; written, oral and formal presentations
- Must be a self-starter and able to work independently
- Excellent organisational, multi-tasking and time management skills



Knowledge & Experience

Essentials

- In depth knowledge of strategic planning and associated tools
- Knowledge of data and business analysis techniques
- Knowledge of FE, HE and relevant government policies
- Knowledge of setting and monitoring strategic KPIs

Desirable

- Knowledge of bid writing and project management
- Knowledge of organisational culture/values and how these might impact organisational performance.

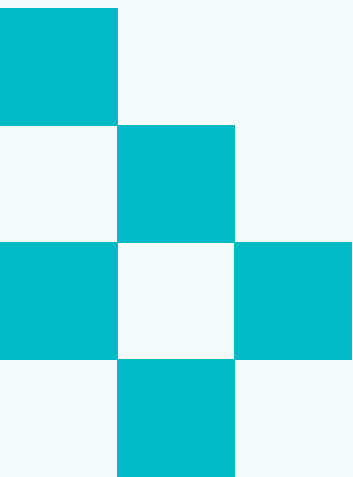
Qualifications

Essentials

- Bachelor's Degree

Desirable

- MBA





The Derby College Group

The Roundhouse

Technical & Professional Skills College

Roundhouse Road
Pride Park
Derby
DE24 8JE

The Johnson Building

Motor Vehicle Academy

Locomotive Way
Pride Park
Derby
DE24 8PU

The Hudson Building

Construction Skills Academy

Locomotive Way
Pride Park
Derby
DE24 8PU

The Joseph Wright Centre

Post-16 Academic & Arts College

Cathedral Road
Derby
DE1 3PA

Broomfield Hall

Land-based & Leisure College

Morley
Ilkeston
Derby
DE7 6DN

The Community College

2 Pimlico
Ilkeston
Derbyshire
DE7 5JS

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