

# We Are Hiring!

## Principal and Chief Executive



### WELCOME

#### Waiyin Welcome

Warm welcome from  
Chair of the Board



### JOB DESCRIPTION

#### Find out about

Purpose of  
role and  
responsibilities



### SPECIFICATION

#### Criteria

Essential and  
What we are  
looking for?



# Welcome

**W**elcome to West College Scotland, I'm the College's Chair of the Board.

Thank you for taking the time to consider applying for this exciting opportunity – a unique chance to join the executive leadership team at one of Scotland's biggest colleges as we look to build a sustainable future in which our students, our staff and

the communities we serve can all thrive.

We're looking for an exceptional candidate – someone who is passionate about making a positive difference to people's lives, a visionary who can help unlock an organisation's full potential, a collaborative leader who can create environments for lasting success.

If that sounds like you - then

we'd love to hear from you and I look forward to your application.

The very best of luck..

**Dr Waiyin Hatton**  
Chair of the Board



**"Education is the most powerful weapon which you can use to change the world - Nelson Mandela"**

Since our formation in 2013 we have been one the country's largest colleges, playing a pivotal role in transforming tens of thousands of lives and supporting the economic and social success of the communities we serve.



With around 1,000 staff members we are also a major employer in the West of Scotland region. With campuses in Greenock, Paisley and Clydebank we work across seven local authorities and serve diverse communities – including some of the country's most deprived.



Our students are the driving force for everything we do – with the College's vision of 'Unlocking Potential, Enabling Success' and our values of Student Centred, Trust, Respect and Innovation at the centre of our strategic decision making and direction.



# Job Description

## Principal and Chief Executive

### Department

Senior Management Team

### Responsible to

Chair of the Board of Management

### Job Purpose

The Principal and Chief Executive serves as the strategic leader and visionary for the College. Building on the last ten years, the role will drive the College's excellence in student experience, transformation, growth and sustainability while aligning with the Board's strategic oversight. The post holder is responsible for ensuring operational excellence, sound governance, and innovative approaches to the emerging challenges of income generation, market expansion, and deeper stakeholder engagement. This role is pivotal in shaping the future of tertiary education, inspiring our people to deliver impactful outcomes for learners and other stakeholders, whilst positioning the College as a leader in the sector and the institution of choice for students, staff and employers.

The tertiary education (TE) sector in Scotland is undergoing a critical transformation and West College Scotland is at the heart of it. We are one of Scotland's largest colleges delivering a broad range of subjects at all levels up to and including degree level and maintain an international presence. Our position as an important central provider of exceptional education means we serve as a critical bridge between learners, communities, and the growing needs of the economy.

West College Scotland is a globally connected institution committed to fostering international collaboration and excellence. With established partnerships across the EU and South East Asia, we provide students and staff with opportunities for exchange programmes, joint curriculum development initiatives, and cross-border learning experiences. Our ambition is to expand these global networks, working with industry and academic leaders to drive innovation, cultural exchange, and world-class education.

With increasing demands for financial sustainability, innovation, and sector leadership, we are poised to redefine what tertiary education can achieve in Scotland. Building on the legacy of the last ten years, this is your opportunity to lead that transformation, shaping not just our organisation but the future of education across Scotland.

## The Opportunity

As our Principal and Chief Executive, and Accountable Officer, you will drive a transformational agenda that reimagines the role of tertiary education in Scotland.

In this vital role, you will:

### Provide Visible, Visionary and Inspirational Leadership

- Deliver, alongside your senior management team and the College's Board of Management, the Board's bold vision that positions the organisation as a leader in innovation, excellence, and sector-wide collaboration.

- Demonstrate outstanding ambassadorial skills and political astuteness, with the ability to represent and elevate the College externally across the wider education sector, government, business and other key partners.
- Underpin organisational activity with robust governance, steadfastly ensuring the College adheres to all relevant protocols, statutes, and national standards.
- Develop and maintain an effective and meaningful working relationship with the Chair and with members of the wider Board, supporting and working alongside all other members in fulfilling its duties and ensuring good governance, effective decision-making, and appropriate scrutiny of the College's business.

### Elevate the Student Experience

- Enhance and deliver an outstanding student experience and exceptional student outcomes in all aspects, including teaching, support, environment, facilities and social engagement.
- Drive innovation in learning and teaching and inspire a high-performance approach in everything we do.
- Instil a global mindset and expand offerings to maximise opportunities for students and staff.
- Lead the development of education, research, innovation and engagement with a broad range of stakeholders, including the student body, staff, and current and potential external partners.

### Drive Business Development

- Ensure financial resilience by expanding from the reliance on Scottish Government funding, creating sustainable business models and generating new revenue streams through innovative income raising strategies.
- Explore untapped markets and develop new revenue streams with innovative, responsive and competitive offerings that meet the future skills demands of Scotland's economy and beyond in the UK and internationally.
- Engage and inspire stakeholders, reinforcing and strengthening the College's influence on regional and national economy.
- Progressively bolster relationships with government officials, policymakers and funders; corporate and international partners; alumni networks; and community leaders to amplify the organisation's reach and impact.

### Nurture our People and Culture

- Champion excellence, inspire agility, creativity, collaboration and continuous improvement across the multi-campus college community, underpinned by the College's values and behaviour frameworks.
- Assure wellbeing and engagement in the workforce, inspiring a culture of deep connection and commitment across the organisation, and ensure that sufficient supports are in place for health and wellbeing.
- Lead and shape our culture to have a diverse, collaborative, empowered and highly engaged and productive workforce.
- Ensure the college community is prepared for a period of transformation and innovation during challenging and uncertain times.

## What Does Success Look Like?

### 1. Through strategic, impactful leadership, an environment is established that drives:

- High Student Retention: Cultivating a supportive and engaging college culture that encourages students to remain and thrive.
- Academic Achievement: Inspiring and facilitating exceptional learning outcomes through innovative teaching and tailored support.
- Enhanced Employability: Building robust pathways that equip students with the skills and experiences necessary to excel in the job market.
- Holistic Wellbeing: Promoting a nurturing atmosphere that prioritises mental, emotional, and physical health.

### 2. Individual staff members are fully engaged, feel empowered and supported, leading to:

- High Staff Satisfaction: Fostering a workplace where staff experience a deep sense of fulfilment and appreciation.
- Resilience: Encouraging a culture of adaptability and strength, enabling staff to navigate challenges with confidence.
- Investing in Development: Demonstrating a steadfast commitment to continuous professional growth, ensuring every team member has access to robust development opportunities.
- High Involvement: Cultivating an environment that promotes active involvement and collaboration across all levels of the institution.
- Wellbeing: Prioritising the holistic health of staff, with comprehensive support for their mental, emotional, and physical needs.
- Retention: Building a foundation of trust and loyalty through consistent recognition, career progression, and a commitment to long-term employment.

### 3. The College has significantly enhanced its position in the sector, with growing influence, strong financial performance, and a robust reputation for academic and operational excellence.

### 4. The College has rapidly expanded its sources of income and has built a diverse and sustainable funding model that ensures long-term resilience and growth.

### 5. Relationships with stakeholders are stronger and more productive, with visible, tangible results in terms of partnerships, revenue growth, and positive outcomes with key policymakers and funders.

Ultimately, success in this role means that the College, through its people, has secured its position as a leading institution in Scotland, recognised for its forward-thinking approach to education, a positive and innovative workplace culture, and a lasting impact on students, staff, and the wider community.

## What We're Looking For?

### Below are the essential criteria for the role.

We are looking for an exceptional leader with high professional standing and credibility to lead in a world-class education environment. They are a bold, forward-thinking leader with:

- Visible and Visionary Leadership: A proven track record of leading and embedding transformations in complex organisations successfully and with empathy. They can inspire, empower and build highly effective and high-performing teams and work in partnership with the board and chair.
- A Passion for Student Success and Well-being: Evident passion for ensuring student needs and perspectives are at the fore-front of decision-making and institutional priorities.
- Business and Financial Acumen: Strong experience in spotting and following-up on potential opportunities in driving financial sustainability and income raising, with an entrepreneurial approach to funding diversification.
- Experience of Meaningful and Impactful Engagement: The ability to inspire confidence and collaboration among diverse stakeholders beyond the immediate education sector, including central and local government, the NHS, business and industry.
- Sector Knowledge: A clear understanding of the educational landscape, particularly the Scottish tertiary education sector, its challenges, and its opportunities for innovation.
- Pioneering drive: A talent for identifying and realising new opportunities, particularly in emerging markets and future-focused skills development.
- Authentic Leadership: A track-record of integrity, resilience, openness and transparency; and strong and demonstrable commitment to equality,
- Inclusivity, social mobility, connectedness, learner success, and organisational excellence.
- Commitment to continuous learning and development: A demonstrable proactive learning mindset, a commitment to leadership development, continuously refining expertise and leadership practice and encouraging staff to do the same; and bringing best practice to the development of the organisation and its people.
- Understanding of and commitment to engage with the communities we serve: Demonstrable strong commitment to the region and its diverse geography. Ability to maintaining a regular and visible presence across a multi-site and/or multi-campus organisation, fostering strong connections with colleagues and the wider community.

## Why Join Us?

Leading our College means being at the helm of its continued development of excellence and a transformational institution in Scotland's tertiary education sector. Here's what sets this opportunity apart:

- Impactful Work: Help shape the future of one of Scotland's largest colleges, driving outcomes that empower learners, communities, and businesses.
- Innovative Culture: Join a team that values its people, seeks to be creative, develops bold ideas and has ambitious goals.
- Sector Leadership: Play a pivotal role in shaping national and regional policies that influence Scotland's future workforce.
- Flexibility and Support: Benefit from a flexible working environment that supports work-life balance.
- Legacy Leadership: Leave a lasting impact on Scotland's learners and communities.

With a generous pay and benefits package, this is an unparalleled opportunity for an extraordinary individual to make a lasting impact.

# Work at West

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For more news about West College Scotland, our staff and our pioneering approaches.

To view our College News please visit:

**COLLEGE NEWS**

We are extremely proud of our students, our alumni and their achievements.

To view some of our Student Stories please visit:

**STUDENT STORIES**