

WEYMOUTH AND
KINGSTON MAURWARD
COLLEGE



One College
One Future

Head of Agriculture



CANDIDATE INFORMATION PACK

December 2024

www.fea.co.uk/wkmc-hoa



Welcome



Dear colleague,

Head of Agriculture

Thank you for expressing an interest in the role of Head of Agriculture at Weymouth and Kingston Maurward College.

Weymouth and Kingston Maurward College was formed following a merger between Weymouth College and Kingston Maurward College which took effect on 1 August 2024, following an extensive process initiated by the Department for Education and the Further Education Commissioner. I am delighted to have recently been appointed the permanent Principal and CEO of the newly merged College with effect from 1 December 2024.

Located on the stunning Jurassic Coast and in the beautiful Dorset countryside, together the College's two campuses can now offer a broader range of courses, from land-based studies to A Levels, vocational courses and apprenticeships, with exceptional levels of support to ensure students are ready for life and the world of work.

The merger has undoubtedly created a stronger and far more resilient College which will be able to build on existing partnerships with local businesses and community organisations to ensure the curriculum is cohesive and contemporary and that students leave the College with not only the skills employers need but also the attitudes and ambition to be truly exceptional employees. The College has an extensive commercial offer, across a very diverse range of areas, which complement the College's curriculum offer and give students opportunities to gain vital skills in a real world environment.

The two existing sites are very different and distinctive and there is much to be done on the alignment of systems and process, and the development of a one College culture over the next year or so. We are just in the process of defining a new mission, vision and set of values for the College and developing a new brand to propel the College into the future. These are exciting times and the perfect opportunity to join the College as it realises the wealth of opportunities provided by the merger.



A dynamic and experienced Head of Agriculture is required to lead our agricultural and land-based engineering programmes. You will be responsible for developing and implementing a strategic vision for the department, ensuring the highest standards of teaching, learning and assessment. This role is pivotal in enhancing our agricultural education offer and building strong industry partnerships to support student success and employability.

I'm looking for enthusiastic, open-minded, team-focused individuals that align with the College's dynamic and innovative culture. Is that you?

This is an important appointment and to help us to find the right person, we have retained the support of FE Associates. Prior to submitting an application, interested parties are encouraged to arrange an initial conversation with our lead consultant, by emailing Claire.Gehlig@fea.co.uk, to discuss the role before the closing date.

I look forward to reviewing your application and exploring the possibility of having you join Weymouth and Kingston Maurward College in this important role. We are excited about the opportunities the merger presents for our College and the role we play in our students' success and our local and regional communities.

Kate Wills
Principal and CEO

Facilities

We have some of the best facilities of any land-based college in the country including:

- A 750-acre estate
- 5-acre lake
- Animal Park
- Agri-tech centre
- Blacksmith forge and welding workshops
- Bouldering Wall
- Commercial Farm
- Commercial Lifestyle Shop
- Construction workshops
- Contemporary glasshouses
- Fleet of tractors
- Formal landscaped gardens
- High ropes courses
- International-sized indoor and outdoor equine arena
- Learning Resources Centre
- Library
- Modern laboratories
- Sports pitches
- Stables with up to 36 horses
- State-of-the-art Animal Science Centre

The College Farm surrounds the Kingston Maurward College campus and is a commercial 300ha mixed farm with dairy, sheep and arable enterprises.



Job Description

Job title: **Head of Agriculture**

Reports to: **Assistant Principal - Curriculum and Quality**

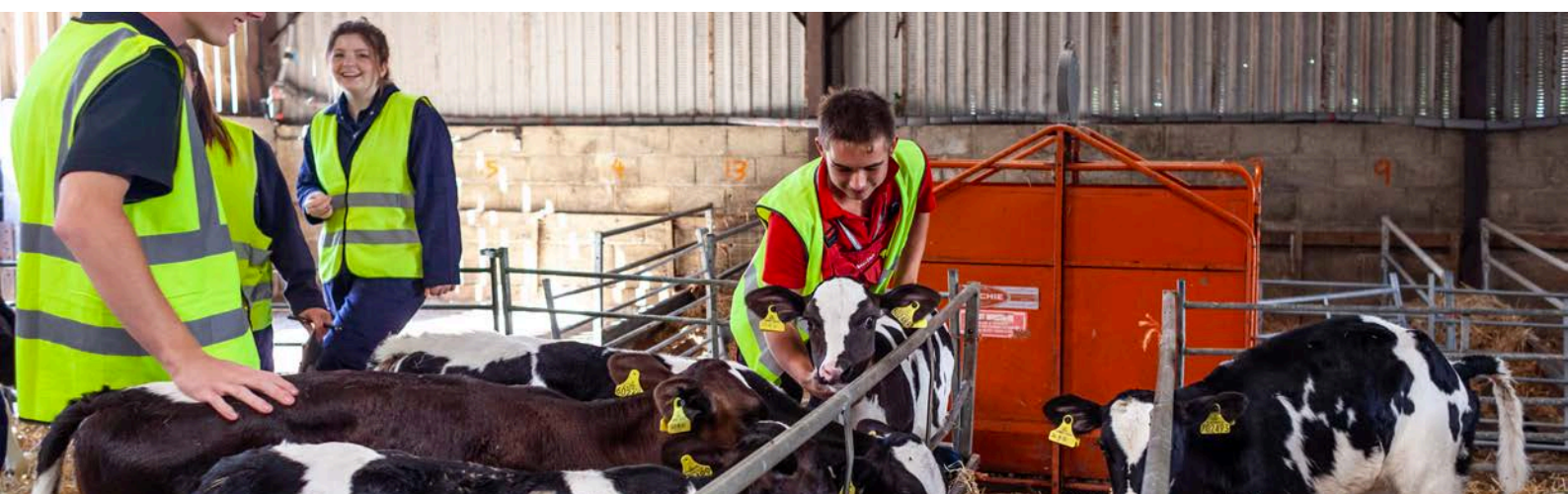
Salary: **Competitive Salary**
Family onsite accommodation available if required

Purpose of the Job

As the Head of Agriculture, you will be the driving force behind the strategic development of our agriculture and land-based engineering department. Your leadership will shape the future of agricultural education in Dorset, ensuring that our students are well prepared to meet the demands of a modern and sustainable rural economy. You will oversee the links between curriculum and resources on the farm to ensure a collaborative and forward-driven approach.

Kingston Maurward College is renowned for its comprehensive land-based Engineering courses, offering both Level 2 and T Level courses designed to equip students with the skills essential for success in the agricultural engineering sector. The College's facilities include a fully equipped workshop, a dedicated welding workshop and a traditional forge, providing students with hands-on experience in a real-world environment. The Level 2 Technical Certificate in Land-Based Engineering focuses on practical skills such as servicing and maintenance of land-based equipment, workshop practices and machinery operations. This foundation prepares students for progression to the T Level in Land-Based Engineering, a two-year programme that combines classroom theory with substantial industry placement, ensuring graduates are well prepared for employment in this rapidly evolving field. As the Head of Agriculture, you will oversee this dynamic provision, ensuring the curriculum remains aligned with industry standards and technological advancements. Your leadership will be pivotal in maintaining and developing a high-quality provision to ensure it remains at the forefront of agricultural technology.

The lists that follow are not intended to be exhaustive and the postholder will be required to undertake any duties commensurate with the role of Head of Agriculture. The postholder will take part in an annual cycle of appraisal which will be conducted by the Assistant Principal - Curriculum and Quality.





Responsibilities

Leadership & Strategy

- Lead, manage and inspire the agriculture team to deliver outstanding teaching and learning.
- Develop and implement a strategic vision for the department, ensuring alignment with the College's mission and industry needs.
- Contribute to the College's broader curriculum strategy, keeping agricultural programmes relevant and responsive to industry trends.
- Monitor and review departmental performance, driving continuous improvement in teaching quality and student outcomes.

Curriculum Development & Delivery

- Oversee the design, development and implementation of agriculture-related and land-based engineering curriculum that meets industry standards.
- Ensure high-quality delivery of courses at various levels (e.g., Level 1-3 diplomas, apprenticeships and foundation degrees).
- Encourage innovative teaching practices using technology to enhance student engagement and success.

Industry Engagement & Partnerships

- Build and maintain relationships with local, national and international agricultural businesses, organisations and professional bodies.
- Integrate industry trends, new technologies and best practices into the curriculum.
- Create opportunities for student work placements, apprenticeships and employer engagement.

Team Management & Development

- Manage and support a team of agriculture lecturers, trainers and staff.
- Foster a culture of professional development, supporting staff in continuous learning and career progression.
- Conduct performance reviews, provide feedback and identify training needs.

Student Support & Welfare

- Oversee student support to ensure a positive and inclusive learning environment.
- Monitor student performance and provide interventions as needed to ensure academic success.
- Promote extracurricular activities and projects to enhance students' employability.

Quality Assurance & Compliance

- Ensure compliance with internal and external quality standards, including Ofsted and awarding bodies.
- Lead the department's self-assessment processes and drive improvements in teaching effectiveness.

Financial & Resource Management

- Manage the department's budget, ensuring resources are allocated effectively.
- Oversee the maintenance of agricultural equipment and facilities, ensuring they meet safety and regulatory standards.
- Implement cost-effective solutions to enhance departmental performance.

General Responsibilities

- **Lead Innovation and Excellence:** Drive forward innovation across the College's farming enterprises, integrating the latest technology and sustainable practices to create a model of best practices for the industry. In conjunction with the Farm Manager, lead on a new agriculture strategy to ensure the College is at the forefront of industry developments.
- **Forge Industry Partnerships:** Develop and strengthen relationships with local, national and international agricultural businesses and organisations to enhance the curriculum and provide students with real-world experiences.
- **Empower Future Agricultural Leaders:** Oversee the delivery of an industry-relevant curriculum, ensuring students gain the skills, knowledge and resilience needed to thrive in the agricultural sector.
- **Manage an Outstanding Team:** Lead, inspire and support an experienced teaching team, fostering a culture of excellence, collaboration and continuous professional development.
- **Maintain and Enhance the College's Reputation:** Continue to build on the position of Weymouth and Kingston Maurward College as a leader in agricultural education and innovation, raising our profile within the industry and the community.



Personal Attributes

Passion for Agriculture & Education

- A genuine passion for the agricultural industry and a commitment to developing the next generation of agricultural professionals.
- Strong enthusiasm for innovation, sustainability and the evolution of farming practices.

Flexibility & Resilience

- Ability to thrive in a dynamic, fast-paced environment and adapt to changing industry demands and educational needs.
- Resilient in the face of challenges and able to maintain focus and drive towards achieving departmental and college-wide goals.

Commitment to Continuous Improvement

- A proactive approach to professional development and an ongoing commitment to learning and improving skills, both personally and for the department.

Equal Opportunities

- We are committed to creating a diverse and inclusive working environment and encourage applications from all qualified individuals, regardless of background.

About You

We are looking for a forward-thinking leader with:

- Extensive experience in the agricultural sector, including driving innovation and implementing technology in farming.
- Proven leadership skills, with experience in managing and inspiring teams to achieve exceptional results.
- A strong strategic vision to align departmental goals with the College's mission.
- Excellent communication skills to engage effectively with stakeholders.
- A passion for developing the next generation of agricultural professionals.



Person Specification

Qualifications

Essential

- A relevant degree or professional qualification in agriculture, agricultural science, or a related field.

Desirable

- Membership of a relevant professional body (e.g., National Farmers Union, Agricultural College Association).
- Teaching qualification (e.g., PGCE, Cert Ed, or equivalent) or willingness to work towards one.
- Experience in the further education sector, particularly in an agricultural or vocational training context.

Essential Industry Experience

- Extensive experience in the agricultural sector, with a strong understanding of current trends, technologies and best practices.
- Proven track record of implementing innovation in farming practices, including the integration of new technologies and sustainable methods.
- Significant experience in leading or managing agricultural teams, ideally within an educational or training environment.

Essential Leadership & Management

- Proven leadership skills with the ability to inspire and motivate teams to achieve excellence.
- Demonstrated experience in managing and developing staff, including conducting performance reviews and supporting professional development.
- Experience in developing and implementing strategic plans, aligning departmental goals with the broader vision of the institution.

Essential Curriculum Development & Delivery

- Strong understanding of curriculum design and development, ensuring alignment with industry standards and regulatory requirements.
- Experience in delivering high-quality education and training, with a focus on improving student outcomes.
- Knowledge of teaching innovations and the ability to use technology to enhance the learning experience.



Essential Industry Engagement & Partnership Building

- Experience in establishing and maintaining relationships with industry stakeholders, including employers, professional bodies and agricultural organisations.
- Proven ability to create work placement opportunities, apprenticeships and employer engagement activities that benefit students and the College.

Desirable Skills and Attributes

Leadership & Interpersonal Skills

- Strong leadership and people management skills, with the ability to foster a positive, collaborative and productive working environment.
- Ability to engage and communicate effectively with a range of stakeholders, including staff, students, industry partners and the local community.

Strategic Thinking

- Ability to think strategically, set clear objectives and lead initiatives that align with the College's long-term vision and industry needs.
- Strong decision-making skills with the ability to manage complex situations and drive continuous improvement.

Innovation & Change Management

- Demonstrates creativity in problem-solving and adaptability in a rapidly evolving agricultural sector.
- Ability to implement changes and drive innovation in teaching practices, departmental operations and farming activities.

Communication Skills

- Excellent verbal and written communication skills, with the ability to clearly articulate ideas and influence others.
- Skilled in presenting to a wide range of audiences, including academic staff, students, industry professionals and external stakeholders.

Financial & Resource Management

- Experience in managing budgets and resources effectively, ensuring financial sustainability and the optimal use of resources.
- Ability to oversee the maintenance of agricultural equipment, facilities and resources, ensuring safety and compliance with regulatory standards.

Student-Centric Approach

- A strong commitment to providing an inclusive, supportive and high-quality learning environment for students.
- Ability to monitor and support student performance, ensuring their academic and personal success.



Key Dates and the Recruitment Process



Closing date: **9am on Thursday 30 January 2025**

Interviews: **Thursday 13 February 2025**

We have retained FE Associates to support us in finding an outstanding individual to inspire excellent practice across our organisation. The application process is outlined below.

Initial Discussion and Recorded First-Stage Teams Interview

Prior to submitting an application, interested parties are advised to arrange an initial conversation with our FE Associates lead consultant, by emailing Claire.Gehlig@fea.co.uk, to discuss the role before the closing date. ***Once it is agreed for you to proceed with an application, the lead consultant will schedule a first-stage interview via Teams with you which will take place before the closing date and will be recorded.*** Once this interview has been scheduled, you should submit your application. Please see the final page for full details on how to submit your application.

Shortlisting and Invitation to Interview

After the closing time/date, our lead consultant will send all applications and recorded first-stage discussions to the college for shortlisting. Once the shortlist has been agreed, candidates will be notified by the lead consultant and shortlisted candidates will be invited to a formal interview/selection process with the college.

Safer Recruitment and Due Diligence Checks

Applicants are advised that, as part of the statutory guidance on Keeping Children Safe in Education, colleges/training providers are advised to make arrangements for an online search as part of due diligence on shortlisted candidates. The searches are aimed to assist in identifying things said or done that may harm the organisation's reputation or make the candidate unsuitable to work with children, young people and vulnerable adults. Where a cause of concern arises from the online search, a risk assessment will determine whether the concern is of such a nature that it is appropriate to exclude a candidate from the process or whether a clarification discussion, before or during an interview, is needed.

Submitting Your Application



Having obtained the full information from <https://www.fea.co.uk/wkmc-hoa/>, discussed the role with Claire Gehlig and scheduled your first-stage interview via Teams, you should email your application to recruitment@fea.co.uk in advance of the closing date and time (see Key Dates section). Applications received after this time will not be considered. **Please note, CVs will not be accepted in place of, or in addition to, the application form.**

Email Checklist

Please use the latest version of the application and ED forms found on the job page for this role and not older out-of-date versions. These forms are not compatible with IOS/MAC (Pages).

Ensure your email includes only the 2 forms necessary for your application (these forms are located with the candidate information pack on the FEA website jobs page for this role):

1. **An Application Form with all sections completed** including:
 - An explanation of any gaps in your employment in **section 6**.
 - A supporting statement which does not exceed the equivalent of 2 pages of A4 and is included as part of the form in **section 9** and **not** as a separate document. In this section, explain how you believe your knowledge, skills and experience match the criteria as stated in the person specification for this role (detailed in this candidate information pack).
 - Please include 2 referees and their full postal and email addresses and their contact numbers in **section 10. References are usually sought after the interview process and the college will not contact referees without your prior approval [or] With consent, the college will contact referees for shortlisted candidates prior to interview. [delete whichever sentence does not apply]**
 - **Ensure you enter your name/e-signature and date in section 11.**
 - Save your completed form as a Word document with your surname, first name and the job reference as the filename i.e. **Surname, First Name - wkmc-hoa - Application.**
2. **The Equality and Diversity Monitoring Form.**
 - This is a Word format document. Please click **inside** each check box that applies to you.
 - Once you have fully completed the form, please save this as a Word document with your surname, first name and the job reference as the filename i.e. **Surname, First Name - wkmc-hoa - ED.**