



INDEPENDENT, NON-EXECUTIVE BOARD MEMBER

APPLICATION PACK

JUNE 2024

INTRODUCTION FROM THE CHAIR OF THE BOARD



It is with pleasure that I extend a warm welcome to you on behalf of the College Development Network (CDN). As Chair of the CDN Board, I am thrilled to invite you to consider joining our team as an Independent, Non-Executive Board Member.

CDN plays a pivotal role in supporting and championing the college sector in Scotland, and we are steadfast in our mission to enhance the educational experience for learners across colleges and Scotland's broader tertiary system. At the heart of our work lies a commitment to fostering excellence in education, driving systemic change, and promoting the profound impact of skills learning on both individual success and economic prosperity.

The timing of your potential involvement with CDN could not be more opportune. With the recent launch of our three-year strategy in 2023, CDN has embarked on an exciting journey of growth and innovation. We are poised to expand our core services, explore income-generating avenues, and strengthen partnerships with diverse stakeholders. This presents a unique opportunity for dynamic individuals like yourself to contribute to our vision and shape the future of education in Scotland.

While the Board Member role is non-remunerated, it offers a rewarding opportunity to make a tangible difference in the Scottish education sector. Rest assured, expenses incurred for attending meetings and events will be covered, and we are committed to flexibility: meetings are held alternately online and face-to-face.

Your potential contribution to the CDN Board holds the promise of shaping the future landscape of education in Scotland. I sincerely hope that you find this role both compelling and enriching, and I eagerly await the possibility of collaborating with you in driving forward our shared mission.

Professor Ken Thomson OBE
Chair of the CDN Board



WHO WE ARE AND WHAT WE DO

CDN is the national improvement agency for the Scottish college and post-school skills sector. We work with colleges to develop their people, share their great work, and enhance student success. An influential convening power, we facilitate collaboration within the college sector.

CDN improves the institutional performance and workforce capability of Scotland's colleges and their people through practice-led professional learning pathways. This is supported by evidence-based collaborative enhancement programmes and professional networks.

CDN is the leading expert on college governance in Scotland and runs the National Board Development Programme for College Boards. Through our leadership programmes for college staff at all levels, we develop college leaders of the future.

CDN works with colleges to provide research and insight to improve sector-wide practice. Through our learning and teaching programmes, CDN provides support for the design and delivery of the curriculum of the future.

Over the next three years, our work will be structured around the delivery of the following core practice-led professional learning pathways:

- **Governance** (The National College Board Development Programme)
- **Leadership** (Developing the College Leaders of the Future)
- **Learning and Teaching** (Designing and Delivering the Curriculum of the Future)
- **Learner Support** (Service Delivery for Successful Learners)
- **Reflective Practice** (The College Researcher Development Programme).



OUR PURPOSE

As Scotland changes, so do the needs of our learners.

To meet those needs, the tertiary system, our colleges and their people will need to continuously improve their practice.

As the improvement agency for Scotland's colleges, CDN will deliver the professional learning pathways to support and enable that improvement.



OUR FOCUS 2023-26

We will equip our colleges and their people with the knowledge and skills to transform their practice.

CDN will drive this transformation through the five focus areas below:



OUR GUIDING PRINCIPLES

Ensuring that all we do is for the ultimate benefit of learners.

Driving collaboration and co-creation to deliver transformational change.

Living the values of equality, diversity and inclusion.

Supporting the tertiary system's transition to net zero.

PEOPLE

CDN will empower and equip the workforce to **transform learning and teaching and the student experience**

SYSTEM

Play a key role in the development of a **coherent, responsive and sustainable tertiary system** based on effective practice.

KNOWLEDGE

CDN services provide insight and knowledge as a **catalyst for change**

IMPACT

Highlight and share **the impact of colleges** within the wider tertiary system

ORGANISATION

Be a **sustainable and well-governed organisation**

PERSON SPECIFICATION

EXPERIENCE, SKILLS AND QUALITIES

Essential Criteria

- An understanding of and a passion for post-16 education and skills.
- An understanding of the linkage between education and its positive impact for students, local employers and the wider economy.
- Objectivity, fairness, independence of mind, integrity, wisdom, discretion and good judgement.
- A commitment to act solely in the best interests of CDN and be an ambassador for the organisation.
- Experience of leadership and board-level decision-making.
- Experience of organisations with many stakeholders.
- Analytical skills and the ability to positively work at a strategic level - providing scrutiny, assurance and constructive challenge.
- Excellent communication and interpersonal skills.

Desirable Criteria

In addition to the essential criteria, CDN is also looking for people who may bring additional specialist knowledge and skills that can add value to CDN and the delivery of our strategic ambitions.

- We are particularly keen to hear from applicants who have skills and experience in finance, philanthropy, learning and teaching or business transformation.
- An understanding and experience of good governance in business, the public sector or not-for-profit organisations.
- Knowledge of business and commercial innovation, knowledge exchange and economic development.
- Experience of strategic leadership in the tertiary, college, apprenticeship, private training or associated sectors.
- Communications, marketing, and public relations.
- Knowledge of sustainability, equality, diversity and inclusion in an educational context.
- Experience of fundraising, business development and research grants.
- Experience of wider financial issues and specific skills in finance, audit and risk management.
- Experience in company, charity and/or commercial law.

APPOINTMENT

The initial appointment will be for up to four years, following which, there may be an opportunity to reapply for a further term.

HOW TO APPLY

To request a confidential conversation with our Chair prior to formal application, please email marian.mcmorland@cdn.ac.uk.

To apply, please submit a CV and covering letter to marian.mcmorland@cdn.ac.uk.

The **closing date** for applications is **Friday 26 July, 5pm**. Interviews are expected to take place week beginning **19 August** (interviews will be conducted online).

www.cdn.ac.uk

 College Development Network

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