Job profile

Post Deputy Director, Access, Learning and Outcomes

Directorate Access, Learning and Outcomes

Line Manager Director of Access, Learning and Outcomes

Purpose
To lead and be responsible for key areas of work across the range of responsibilities held by the Directorate; to bring coherence to the work of the Directorate across our policy and responsibility areas; to make a key contribution to the implementation of the SFC Review including, but not limited to, the development of SFC’s accountability function, policy interests and its engagement with stakeholders across the range of responsibilities held by the Access, Learning and Outcomes Directorate.

Key responsibilities

1. Reporting to the Director, provide leadership and bring coherence to the work of the Directorate across the areas of policy and responsibility held by the Access, Learning and Outcomes Directorate (ALO).

2. Shape and proactively manage stakeholder views and interests, ensuring SFC is highly visible, well informed and impactful with and across key stakeholder groups.

3. Negotiate high quality outcomes and ensure effective contributions from key organisations SFC interfaces with, taking account of the direction of travel set by the SFC Review.

4. Lead and be responsible for key areas of work across the range of responsibilities held by ALO, ensuring a clear focus on the advancement of SFC policy and interests.

5. Lead, and support colleagues in, implementation of the SFC Review in key areas of responsibility held by ALO, including the student experience, learning and quality, skills and outcomes.
6. Drive a focus on effective people management across ALO, ensuring clear plans are in place to guide our work and that there is a focus on continuous improvement and colleague development in our operations.

7. Demonstrate and promote effective working and collaboration across the organisation, modelling good behaviours, breaking down organisational silos and facilitating greater project and collaborative work across teams.

8. Represent SFC in a variety of internal and external forums and at senior level in our engagements with, for example, institutional governance and leadership teams and with key stakeholder groups at a national and regional level.

9. As part of the Senior Management Team, collectively lead and develop a programme of change across SFC and within the sector, with lead personal responsibility for developing and implementing key recommendations from SFC’s national review of tertiary provision and research.

10. Support the good decision-making and governance exercised by SFC’s Board and Committees, and the Senior Leadership Group and management teams, through the provision of excellent papers, analysis and advice.

11. Deputise for the Director of ALO in a range of external and internal engagements.

**Person specification**

**Essential**

- Excellent people leadership skills, including the ability to manage and motivate colleagues through direct management or across teams not directly within your management.
- Ability to work collectively and with impact as part of a senior team and to provide the leadership and role-modelling needed to align with our desired culture and values.
- Significant experience of policy development and implementation, stakeholder engagement and influencing within a complex environment.
- Excellent interpersonal and communication skills, including the ability to build and maintain strong relationships with a diverse range of people, including those working at a senior level, and to enhance SFC’s reputation.
- Ability to exercise sound judgement in a complex political environment.
- Strong track record of delivering high quality and effective outputs within time and resource constraints.
- Qualified to SCQF Level 9 (degree level) or equivalent experience.
Desirable

- Experience of provision planning and academic development and/or of leading and implementing enhancement of the student experience
- Experience of securing enhanced value from investment and of enabling and empowering teams to deliver success.
- Experience of using data to drive decision making

Further information

The post-holder will deliver these accountabilities through the effective engagement of colleagues within ALO and by drawing together and shaping cross-cutting teams from across SFC. Close working with other leaders and teams across the organisation will be the norm. Within the directorate the post-holder will work as part of ALO’s Directorate Leadership Group to support the development of the Directorate as it continues to evolve in response to both the SFC review and changes in our wider context. The post-holder is also expected to represent SFC at senior level in our engagements with, for example, institutional governance and leadership teams and with key stakeholder groups at a national and regional level.

Status of Job Profile

This profile has been created to describe, in outline, the nature of appointments at this level. It is an indicative document and the exact nature of these duties will vary with time and from post to post. Post holders will be expected to carry out any work that is commensurate with their grade or that may reasonably be required of them.

About the Scottish Funding Council

The Scottish Funding Council (SFC) is the national, strategic body that invests nearly £2 billion every year in tertiary education, research and knowledge exchange, through colleges and universities. That makes us one of the biggest investors of public funds in Scotland, with an exciting agenda around the fair distribution of those funds; securing impact and quality outcomes for students, employers and wider social and economic objectives; and enhancing data and analytics to underpin good decisions and policy making.

As an organisation SFC is a fantastic place to work, with a clear statutory remit, a national platform and a dedicated, expert and motivated workforce, but we are also an organisation that is changing. Following a national Review of our mission, we are aiming to refocus our priorities, operations and capabilities, in order to add even greater value and make a difference for Scotland. This post has a fundamental role to play in that transformation, leading funding policy and programmes and working with colleges and universities to secure the equitable and transparent distribution of
funds, excellent programme management, and operational funding policy development.

About Access, Learning and Outcomes

This post is based within the Access, Learning and Outcomes Directorate which is led by James Dunphy. The Directorate comprises of four teams:

- Access
- Learning and Quality
- Outcomes
- Skills and Economic Recovery

The work of the ALO Directorate is broad and we expect colleagues to bring their talents, enthusiasm and can-do attitude to their work. In return, colleagues can expect opportunities to take on different work portfolios over time, to develop expertise and breadth of knowledge and to work as part of a close-knit team of colleagues focused on securing excellent outcomes for learners. This is an important role and provides an opportunity to make a significant contribution to Scotland’s economic recovery.

The outcome of the SFC Review of Coherent Provision and Sustainability within the Further and Higher Education sectors will be significant to the future focus, role and work of the Directorate as it moves forward. Details of the review can be found on our website here.

Informal enquiries, on a strictly confidential basis, regarding the role can be directed to James Dunphy (Director Access, Learning and Outcomes) via jdunphy@sfc.ac.uk.

Committed to equality of opportunity