

## **Director of Education | LIPA Learning Group**

### **Spot Salary**

The LIPA Learning Group is an innovative and inclusive unique centre of excellence for compulsory age learning and professional vocational training within the performing arts and creative economies. Ranging from primary school through to postgraduate study, the LIPA Learning Group develops learners and graduates in readiness to respond to the evolving needs of the contemporary world and the creative industries. We enjoy an international and national reputation for the quality of our teaching, our world class facilities and an enviable track record of graduate employment and alumni successes. Aligning with our vision and values, our ambitious strategic plan focusses on the core themes of Excellence, Equity, Environment, Empowerment, Employability and Entrepreneurship.

This is an exciting time in our evolution as we embark upon acquiring degree awarding powers, expand our portfolio of degree programmes, and develop and enhance the provision across our Multi Academy Trust and continue to focus upon and invest in the delivery of a world leading creative learning environment.

We are seeking to appoint an exceptional and experienced individual to the newly created position of Director of Education for the LIPA Learning Group, reporting to the Principal/CEO as a member of the Executive Leadership Team for LIPA HE and as the executive lead and accounting officer of the LIPA Multi Academy Trust. The Director of Education will be ultimately responsible for the success of the Trust and provide strategic cohesion and operational connectivity of the curriculum and student/pupil experience across the LIPA Learning Group.

The Director of Education will contribute to the ongoing development of creative learning, innovative practice, and impactful scholarship across the LIPA Learning Group. You will uphold and actively support our vision and purpose and have a deep personal and professional commitment to equity and diversity, demonstrating an inclusive leadership style that nurtures feelings of belonging throughout the community in alignment with the vision, purpose, and values of LIPA.

The ideal candidate will have an undergraduate degree in a performing arts related subject, postgraduate qualification(s) / PhD in education related areas, hold QTS status and Principal or Senior Fellowship of the Higher Education Academy and/or National Teaching Fellow. You will be a dynamic, inspiring, and well-connected leader. Experience of leadership in a Higher Education setting is essential, with a track record of providing strategic and visionary direction in the development of a cross-institutional portfolio. You will have strong organisational and communication skills, a flexible and innovative approach to teaching, ability to work to deadlines, and competency in generic IT systems, e.g. Office 365.

As a new colleague, you will join a thriving creative community and learning environment, working with inspiring pupils/students and supportive colleagues. In return we offer a competitive salary commensurate with experience, generous pension, and holiday entitlements, complimentary tickets to our inhouse productions, and the opportunity to become part of our unique international community of creatives, performers, technicians, managers, and film makers.

This is a permanent post to commence from 4th September 2024, or as soon as possible thereafter.

**Closing date for applications: Monday 19th August 2024 at 12 noon.**

**Interviews: Thursday 5<sup>th</sup> September 2024.**

You can download or request a hard copy of the details and an application form related to this post from our website on the following link:

<https://lipa.ac.uk/about-us/working-here/>

CV's will not be accepted as we are a Higher Education Institute. Candidates should include their salary expectations for the role in their application.

### **Our commitment to Equal Opportunities**

As an equal opportunity's employer, LIPA is committed to the equal treatment of all current and prospective employees and does not condone discrimination on the basis of age, disability, sex, sexual orientation, pregnancy and maternity, race or ethnicity, religion or belief, gender identity, or marriage and civil partnership.

We are committed to working together to create an inclusive environment that offers equitable opportunities for all, pursuing our vision to be a leading vocational training institution.

As part of our Strategic Plan for 2023-2026 we are seeking to increase the diversity within our community and would particularly encourage applications from under-represented groups, such as people from Black, Asian and minority ethnic groups, people with disabilities and those identifying as female, non-binary or trans-gender.

Appointments will always be made on merit.

***LIPA - a registered charity No. 1001565 is committed to diversity and has policies and development programmes in place to promote equality of opportunity. We accordingly welcome applications from both disabled and ethnic minority candidates.***

***LIPA Multi Academy Trust – company No. 08825752.***

## Director of Education | LIPA Learning Group

### Key Responsibilities

#### Strategy

- Promote the ethos, vision, and values of the Learning Group.
- Lead the development and delivery of a clear and innovative strategy for learning across the Learning Group, in collaboration with key stakeholders.
- Lead the development of the HE curriculum in preparation for the acquisition of degree awarding powers.

#### Strategic Plan: 2023-2026

Our vision for the future is underpinned by six core themes:

- **Excellence:** to be recognised as a world leading centre of excellence for creative learning and vocational training within the performing arts and creative industries.
- **Equity:** to create and develop a culture and environment for equality and inclusion at all levels throughout the institution.
- **Environment:** to achieve and maintain financial, environmental, systemic, technological and campus sustainability.
- **Empowerment:** to empower and enhance the student, staff, and alumni experience within the LIPA Learning Group to meet the evolving demands and requirements of the higher education sector and creative industries.
- **Entrepreneurship:** to create an environment for inspiring creativity, innovation, and entrepreneurship.
- **Employability:** to embed employability into the curriculum and co-curricular activities to develop students for future employment opportunities and career progression.

#### Equity, Diversity, and Inclusion

We are committed to the provision of an excellent and challenging learning environment for students and staff. As a part of this mission, we recognise the worth and potential of every individual and the need to work together to challenge disadvantage and create opportunities.

We are committed to creating an environment in which people from a wide range of backgrounds feel welcomed, included, and comfortable, and to treating everyone with dignity and respect.

We are committed to achieving a more equitable and inclusive environment by:

- Strengthening our approaches to equitable and inclusive recruitment, retention, and development of students/pupils, especially those from groups underrepresented in compulsory education, higher education, and vocational training.
- Developing a recruitment strategy and processes to encourage representation within the staff body that reflects our communities.
- Developing training opportunities for students and staff.

- Embedding equity and inclusion into the learning environment, curriculum, and teaching practices.
- Reviewing staff roles and structures at all levels to provide progression and developmental opportunities.
- Improving appraisal processes.

## **LIPA Multi Academy Trust**

- Work with the Board of Trustees, Chief Finance Officer, Central Staff, Local Governing Bodies, Headteachers/Principal and other senior staff to define and deliver the Trust's vision, aims and objectives through inspirational and motivational leadership, clear strategic direction, demanding and measurable targets and supporting development plans.
- Ensure the strategic plan is underpinned by sound financial principles and planning in accordance with development priorities and targets to deliver well-resourced provision within the trust and its academies, facilitating constant improvement.
- Be the Trust's Accounting Officer. As Accounting Officer ensure there are effective systems in place for the management and monitoring of the Trust and academies' budgets and to ensure that financial returns are made in accordance with the requirements of the Academies Financial Handbook, Governance Handbook, Education & Skills Funding Agency funding agreement and Companies House.
- Drive improvement, innovation and change within the Trust at all levels, taking responsibility for the Trust outcomes achieved.
- Take responsibility for the leadership of a high performing executive leadership team, including Central Team and senior colleagues, regularly meeting to ensure a collective and consistent strategy is delivered.

## **LIPA HE**

- Build links across the education landscape, including effective connections with Schools and FE colleges.
- Ensure that the institution is agile in adapting the delivery of its education to any changes necessary to respond to evolving and more diverse student needs.
- Develop the provision of Post-Graduate Taught and Research programmes and further develop and strengthen the approach to lifelong learning.
- Work closely with the Director of Students ensuring that the student voice is fully represented.
- Work collaboratively with the Director of Students and Student Voice President on shared objectives, such as employability and careers, with the aim of ensuring the provision of a relevant first-class experience for all students.
- Ensure that staff within the institution engaged in learning have an environment where they are encouraged to progress, develop, and receive formal recognition and qualifications.
- Provide overall strategic leadership and management of the curriculum, teaching, learning and student/pupil experience.
- Lead on a comprehensive review of the curriculum for innovation; digitalisation and modernisation of the courses including short courses and CPD aligned to the portfolio.
- Reviewing all learning and teaching provision, resources, and learning management systems.

- Supporting the development and implementation of EDI initiatives at every level including interrogating the curriculum to ensure it is reflective and meets the needs of the student body, especially under-represented groups.
- Leading and promoting the value of Scholarship, Knowledge Exchange, and Research and Innovation.
- Nurturing and developing international, national, and regional connections.
- Ensuring strong working relationships with relevant education partners, government departments and external sector bodies including, DfE, ESFA, Ofsted, FDS, CDMT, JAMES, GuildHE and AdvanceHE.