

Principal and Chief Executive

West College Scotland

Full-time- 35 hours per week

Salary circa £142,500

Are you an exceptional leader ready to shape the future of tertiary education in Scotland? We are seeking a visionary, dynamic, and strategic leader to take on the role of Principal and Chief Executive at one of Scotland's largest and most influential colleges.

This is a rare and exciting opportunity to work with our amazing team to drive transformation, innovation, and long-term sustainability, ensuring our college remains a leader in academic excellence, student success, and sector-wide impact.

About the Role

As Principal and Chief Executive, you will serve as the strategic leader and driving force behind the College's continued growth and success. Reporting to the Board of Management, you will be responsible for:

- ◆ Developing and delivering an ambitious vision that enhances the College's position as an outstanding institution for students, staff, and employers.
- ◆ Providing inspirational leadership, ensuring a high-performing, inclusive, and engaged workforce.
- ◆ Driving financial sustainability by diversifying income streams, reducing reliance on government funding, and fostering strategic partnerships.
- ◆ Enhancing the student experience, ensuring exceptional outcomes, employability, and well-being.
- ◆ Strengthening stakeholder engagement with government, industry, policymakers, and communities to expand the College's reach and impact.
- ◆ Ensuring operational excellence, sound governance, and robust decision-making in a period of sector transformation.

This role is about more than just leadership—it is about legacy. You will shape not only the future of the College but also influence the evolution of tertiary education in Scotland.

What We're Looking For

We are searching for an outstanding leader with:

- ✓ Proven strategic leadership experience in a complex organisation, with the ability to drive transformation and inspire high-performing teams.

- ✓ A deep passion for student success and well-being, ensuring learners remain at the heart of every decision.
- ✓ A strong track record of financial and business acumen, with the ability to identify and capitalise on new income opportunities.
- ✓ Exceptional stakeholder management skills, with the ability to influence and collaborate with government, industry, and community partners.
- ✓ A deep understanding of the Scottish tertiary education landscape, including its challenges and opportunities.
- ✓ An entrepreneurial mindset, with the ability to pioneer new initiatives and position the College as a leader in innovation and skills development.
- ✓ A values-driven approach, ensuring inclusivity, social mobility, and a thriving organisational culture.

What Success Looks Like

- 🏆 A thriving student community with outstanding retention, academic achievement, and employability outcomes.
- 🏆 A financially resilient and growing institution, with sustainable funding and diversified income streams.
- 🏆 A sector-leading workforce that feels empowered, engaged, and invested in the College's future.
- 🏆 Strong and productive partnerships, increasing the College's influence on regional and national economic priorities.
- 🏆 A culture of excellence, agility, and innovation, ensuring the College remains at the forefront of tertiary education.

Why Join Us?

This is an unparalleled opportunity to lead one of Scotland's most significant colleges at a pivotal time for the sector.

- 🌍 Make a lasting impact – Shape the future of education, transforming lives and communities.
- 🚀 Be at the forefront of innovation – Lead bold new initiatives and redefine what tertiary education can achieve.
- 💛 Engage with a diverse network – Work with government, business, and international partners to create opportunities for students and staff.
- 📊 Drive financial sustainability – Lead the College to a stronger, more independent future.
- 💡 Inspire a world-class team – Champion a culture of collaboration, excellence, and continuous development.

With a generous salary and benefits package, this role offers an exciting platform for an extraordinary leader to make an enduring difference.

For an informal discussion on the role, please contact Waiyin Hatton by emailing chair@wcs.ac.uk

Please note below the dates of the first and second stage interviews. We will contact you in due course if you are shortlisted for interview.

Stage 1 interviews 21st March 2025

Stage 2 interviews 28th March 2025

 [Apply now](#)

We are an inclusive place to work

At West College Scotland we are ambitious about Equality, Diversity, and Inclusion. If you've got the right skills and qualifications for the job, we want to hear from you.

We encourage applications from all candidates regardless of age, disability - visible and non-visible including neurodiversity, gender identity, marriage and civil partnership, pregnancy and maternity, race religion or belief, sex, or sexual orientation. Click [here](#) to find out more.