Director of Agriculture and Environment Studies

Reporting to:	Vice Principal, Curriculum
Working Hours:	Full time (37.5 hours per week)
Salary:	Up to £60,000 per annum plus a relocation package
Annual Leave:	30 electable days, 8 statutory days and up to 5 efficiency closure days at Christmas

Job Purpose

The Director of Agriculture and Environment Studies provides visionary leadership for the development, delivery, and continuous evolution of high-quality curriculum and commercial activities across the agriculture and environmental sectors. This role drives a forward-thinking strategy that ensures provision is innovative, responsive to industry change, and aligned with both local and national skills priorities.

Leading the Agriculture and Environment Studies division, the Director will champion an exceptional student experience, ensuring consistently outstanding teaching, learning, and support. The postholder will work closely with employers, industry bodies, and professional networks to shape education and training programmes that meet emerging workforce needs and sector trends.

Using sector-specific labour market intelligence, the Director will anticipate future skills demands, identifying opportunities for growth, innovation, and strategic partnerships. Internally, they will inspire and empower teams to deliver excellence, foster innovation, and achieve measurable outcomes for learners, employers, and the wider sector. Externally, the Director will elevate the organisation's reputation as a leading centre of expertise, driving collaboration, sustainability, and impact across agriculture and environmental education.

Key Responsibilities

Strategic Development & Partnerships

a. Provide visionary leadership for Agriculture and Environment Studies, shaping a forward-looking three-year strategy that anticipates sector trends, future skills needs, and national priorities.
b. Build and maintain key relationships with employers, industry bodies, and stakeholders to inform strategy and position the organisation as a sector leader.
c. Oversee the curriculum and commercial portfolio, ensuring responsiveness to sector demand and delivery of growth and performance targets.
d. Champion the visibility and reputation of provision, collaborating with Marketing and operational teams to enhance engagement and learner experience

Leadership, People & Resources

a. Provide strategic leadership and direction to curriculum teams, including leading managers, fostering a high-performance culture, and developing future leaders across Agriculture and Environmental Studies.
b. Oversee staff development, performance, and succession planning, ensuring the workforce is highly skilled, engaged, and aligned with organisational priorities.
c. Lead managers to analyse performance data, sector trends, and learner outcomes to make informed, evidence-based decisions that drive improvement and growth.
d. Direct the management of budgets and commercial opportunities, to develop sustainable, fully costed provision that maximises efficiency and supports strategic targets.
e. Ensure effective deployment of curriculum resources and learning environments to optimise delivery, enhance student experience, and achieve organisational objectives.

Teaching, Learning, Assessment & Learner Experience

a. Provide strategic leadership to ensure consistently outstanding teaching, learning, and assessment across Agriculture and Environmental Studies, setting clear expectations and promoting a culture of excellence and continuous improvement.
b. Lead managers and teams to use performance data, learner outcomes, and sector insights to drive improvement, enhance progression, and maximise attendance and engagement.
c. Champion the integration of innovative learning technologies and specialist resources to enrich the learner experience, support personalised progress, and prepare students for evolving sector demands.
d. Ensure robust assessment, progress monitoring, and intervention strategies are in place, with managers held accountable for effective use of learning plans, and compliance with enrolment, student conduct, and quality assurance processes

Quality Assurance, Compliance & Safety

a. Provide strategic leadership for quality assurance and continuous improvement across Agriculture and Environmental Studies, holding managers and programmes to account against key performance indicators and sector standards.
b. Ensure robust use of learner feedback, evaluation of teaching, learning, and assessment, and performance data to drive evidence-based improvements and inform targeted professional development.
c. Direct the production and delivery of the annual self-assessment report and Quality Improvement Plan (QIP), supporting internal audit and self-assessment activity.
d. Lead effective divisional communication and governance (e.g., evidenced team meetings) and contribute to cross-college forums; ensure full compliance with Health & Safety policy, including risk assessment and safe systems of work.

College Leadership & Professional Contribution

a. Contribute to College Management Team activity and wider governance/quality forums, ensuring divisional practice aligns with College policies and procedures.
b. Support recruitment and marketing activity (including open events) and maintain relevant industry links to strengthen provision and opportunities.
c. Undertake other duties commensurate with the role, as directed by the SMT.

Continuous Professional Development

a. Engage in CPD and maintain a Professional Development Portfolio to evidence learning and impact.
b. Participate fully in College performance management and appraisal processes.

Qualifications, Skills and Experience

At Plumpton College we are: Ambitious and Progressive; Enterprising; Professional; Passionate; Supportive.

Essential Criteria

Relevant professional/vocational qualification and/or degree (or higher) in a related subject area.
Experience leading and/or managing a successful team.
Demonstrable ability to lead change and raise standards/performance.
Sector/industry experience with specialist subject knowledge.
Teaching and/or assessing qualifications.
Experience delivering within the curriculum area (school, college or university).
Strong commitment to student success, evidenced through positive learner outcomes/KPIs.
Ability and desire to work collaboratively as part of a high-performing team; excellent communication and interpersonal skills.
Highly effective and well organised teacher, able to role model good practice and secure consistently good/outstanding standards.
Strong problem-solving skills, with good ICT capability including producing management information and reports.

Desirable Criteria

Leadership qualification.
Master's degree or PhD.

CONDITIONS OF EMPLOYMENT

Working Hours

Basic working hours are from 0830hrs to 1700hrs Monday to Friday, but some flexibility will be required to meet the needs of the business. This is an all-year-round post. There will be some evening and weekend working required to support department and whole college events where there will be a requirement to attend.

Annual Leave

The holiday year is from 1 September - 31 August each year. The annual leave entitlement for this role is 30 working days, 8 bank holidays and efficiency days as stipulated by the Senior Management Team. Annual leave is bookable subject to business needs and should be planned and agreed with your manager. Annual leave is managed via iTrent (the college payroll and HR portal).

Continuous Professional Development (CPD)

This post will be entitled to CPD for updating, personal and professional development. All CPD must be planned, agreed and booked with your Line Manager.

Benefits

The candidate appointed to the post will automatically become a member of the Teachers' Pension Scheme and pay contributions as determined by annual salary levels. The pension scheme includes life assurance cover, and the College will also pay a contribution towards your pension. There is also free car parking and a competitively priced dining room service. There is access to a free on-site gym, Employee Assistance Programme, Cycle to Work scheme and staff discounts.

Equality and Diversity

Plumpton College is committed to the promotion of equal opportunities and is dedicated to pursuing non-discriminatory policies and practices and eliminating unfair discrimination on any basis. This means that no job applicant will receive less favourable treatment than another on grounds of gender, marital status, age, racial origin, disability, sexual orientation or political or religious beliefs.

Criminal Record Check via the Disclosure Procedure

The Rehabilitation of Offenders Act 1974 gives individuals the right not to disclose details of certain old offences when asked about their criminal record as they may be defined as 'spent'. There are exemptions to this if the individual is offered a post which involves contact with children or regular work at an establishment exclusively or mainly for children.

The post you have applied for falls into this category and, therefore, requires a criminal background check.

If a job offer is made, you will be asked to apply for a DBS Disclosure Certificate. The Disclosure Certificate will contain details of current and "spent" convictions, cautions, reprimands or warnings held on the Police National Computer, excluding certain specified old and minor offences.

The DBS Disclosure will also indicate whether information is held on government faculty lists of those individuals who are barred from working with children or vulnerable adults (if applicable).

The post-holder cannot begin employment with the College until the DBS Disclosure Certificate is received and considered by the principal.