

# Chief Executive Officer

## Candidate Brief



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# Introduction to Luminare Education Group



**Thank you for your interest in becoming the next CEO of Luminare Education Group.**

As one of the largest education organisations based in the stunning region of Yorkshire, Luminare Education Group's (Luminare) mission is to transform the lives of the diverse communities we serve.

Operating at multiple campuses spread across three further education colleges, a sixth-form college and two higher education institutions, the group is at the forefront of Yorkshire's educational and training needs – and one of the largest single providers of T Levels in the country.

This is an exciting time to be joining the group as it is expanding on multiple fronts, including the opening of a second sixth form college, at Pudsey, later this year. Luminare's unique strength, summed up in the ethos of 'stronger together', is through our many different and specialised parts working together to deliver the quality further and higher education that our region, and its economy, needs.

The group is committed to enabling each of its members to deliver outstanding opportunities for students and apprentices while working closely with employers, to ensure its learners leave with the skills required to meet local, and national, demand. Luminare's scale and financial resources allows it to support, innovate and influence where it is needed, and our reach extends beyond Yorkshire to have an impact both nationally and internationally.

The board is looking for a truly inspirational and future-focused leader, with strong financial acumen, who can deliver our next strategy and beyond and continue to build on the strong foundations (we recently received a 'Good' with 'Outstanding' features rating from Ofsted) that we have achieved to date. Ideally, we are looking for someone who has experience of Further Education and an understanding of Higher Education. You will have a reputation for successfully delivering positive change in the community and should also be able to evidence your ability to engage with, and influence, key stakeholders locally and nationally.

Click here: [John Toon welcome message](#)

**I look forward to receiving your application**

**John Toon**  
Chair of Board of Governors



# Member Organisations

Luminate is a large group of education providers in Yorkshire which was formed in April 2009. The group has approximately 30,000 students and employs over 2,000 staff.

Our members include:

**Further Education (FE) - Harrogate College, Keighley College and Leeds City College, which includes our specialist 14+ Academies.**

Our three FE colleges respond to education and training demands from young people, adults and employers. We have a dedicated special educational needs and disabilities (SEND) provision that we will continue to focus on, alongside growing our T Levels, Higher Technical Qualifications (HTQs) and apprenticeships offer.

**Sixth form provision – Leeds Sixth Form College**

Our expert teams are focused on delivering a range of quality A levels at Leeds Sixth Form College. We are also actively working on the development of a new provision, Pudsey Sixth Form College, which will open in September 2025.

**Higher Education (HE) - Leeds Conservatoire and University Centre Leeds**

We will continue to develop our higher education offering by using our agility and expertise to expand our members' courses and accessibility locally, nationally and internationally. Our close relationship with employers and sector specialists means that curricula can respond to change. University Centre Leeds, which has full degree awarding powers (DAPs), continues to use its autonomy to develop courses that respond directly to the economic needs of the region. For the last four years, the National Student Survey (NSS) has ranked University Centre Leeds as achieving the highest overall student satisfaction level of all of the city's higher education providers.

Leeds Conservatoire is the largest multidisciplinary conservatoire in the UK. Since launching the first jazz degree in Europe, the Conservatoire has been at the forefront of innovative and ambitious music and performing arts education. Accessibility, equality, diversity and inclusion are at the heart of what it does. With partnership working and a responsive approach to curriculum, graduates go on to world-class careers in the industry.

All of Luminates members share values around aspiration and inclusion and are committed to improving life chances, the prosperity of our region and our communities, stimulating inclusive growth and driving social mobility. Meeting local, regional and national skills needs is at the core of what our members deliver, with a clear focus on student and apprentice destinations.

The group is at the forefront of the skills agenda and has played a leading role regionally and nationally in response to the Skills and Post-16 Education Act. We are at the heart of delivering the West Yorkshire Combined Authority's Strategic Economic Framework embodied within the West Yorkshire Plan, the Leeds Inclusive Growth Plan 2023- 30, the Bradford District Plan 2021-25 and York and North Yorkshire's Skills Strategy 2021-26.

We are extremely proud that we were recently rated overall GOOD, with outstanding features in Adult Learning Programmes and Personal Development in our OFSTED inspection in February this year. Ofsted reported that:

**'Leaders have a clear and ambitious vision for providing high-quality, inclusive education and training for all learners and apprentices. Throughout the college group, staff have strong shared values, which are aligned carefully to ensure that every learner has a place, no matter what their starting points are.'**

For full details of the report please [Click here](#)



# Mission and Values

We are a values-driven organisation, and our cultural aims are central to everything we do at Luminate:

- **Kindness**  
Creating communities where people can be authentic and true to themselves with the support, trust and guidance from those around them
- **Enjoyment**  
Fostering environments that enable staff and students to be brave, interact and have fun
- **Passion**  
Encouraging all to have aspiration and passion in everything they do
- **Ownership**  
Using our robust business planning model to allow areas to have clear ownership over their vision and performance
- **Collaborative**  
Proactively seeking opportunities to create synergies and positive outcomes for all
- **Creative**  
Always hungry to learn and looking ahead so we can be responsive

By advocating the use of restorative, relational and trauma-informed practices to build healthy relationships and to acknowledge that everyone has different life experiences, our culture is founded on creating places where everyone is welcome, belongs and feels safe.





## Our Commitment to Equality, Diversity and Inclusion

At Luminate, Equality, Diversity and Inclusion (EDI) is more than a policy or statement on our website. We believe that the principles of EDI are what makes us stronger. We know that when people feel valued, respected and able to be themselves, they thrive and that's why we are working hard to ensure that EDI is embedded in everything we do, and it's why we're committed to creating an environment where everyone, regardless of their background, identity or experience, has the opportunity to succeed.

We don't just challenge discrimination, we're actively building a culture where belonging is at the core. This means celebrating diversity in all its forms, amplifying underrepresented voices and ensuring that fairness and equity guide our decisions at every level. We're committed to improving accessibility, championing disability and neurodiversity, and we're working towards real, tangible progress in race equality and social mobility.

Recruitment is a key part of this commitment. We design our hiring processes to attract, support and retain talent from all backgrounds, ensuring that opportunities are open to everyone. Our workforce should reflect the richness of the communities we serve because we know that diverse perspectives drive innovation, creativity and meaningful change.

By joining us, you'll be part of an organisation that isn't just talking about equality, diversity and inclusion, we're living it. We're not perfect, and we know we still have some work to do, but we believe that progress happens when we listen, learn and act together.

# Job Description



## Role Summary

The Chief Executive Officer (CEO) is accountable for leading and managing the business of Luminate Education Group (the group), in line with the strategy and long term objectives approved by the Board, in pursuit of the group's mission **'to collectively transform the lives of all students and learners'**.

This includes fiscal accountability, including the management of financial capital and expenditure allocation and the continual development of a people-centred culture, where staff and students thrive and achieve their potential. The CEO is the Accounting Officer for the group.

## Core Responsibilities

1. Provide inclusive and distributed leadership and direction to implement the group strategy, in line with the goals, risk appetite and objectives set by the Board, ensuring decisions and business strategies are aligned to agreed culture and diversity aspirations.
2. Continue to develop and recommend 3-5 year group strategies and objectives, taking account of anticipated curriculum, policy, sector, stakeholder and student challenges, changes and expectations, balancing financial risk and reward.
3. Engage, influence and develop productive and sustainable relationships with key external stakeholders (local, regional and national), including local/combined authorities, employers, employer-led bodies, government bodies and policy makers, education sector establishments, suppliers and delivery partners, funders and voluntary/third sector organisations, to further the successful outcomes and reputation of the group.
4. Deliver strategic resource, financial and asset (including property portfolio) management to enable the group to best meet its agreed mission and strategy in both the short and the longer term.
5. Further the cohesion, effectiveness and efficiency of the group structure, through good governance, driving performance and further enhancing quality systems to improve student outcomes and contribute to the group's annual results.
6. Appoint, motivate, manage and develop executive management, ensuring roles and responsibilities, including delegation of authorities, are formalised, with effective appraisal systems, training and development plans in place to optimise individual performance and engagement.
7. Develop contingency, short, medium and longer term succession planning for executive and senior management roles, ensuring these roles are appointed in line with the longer term requirements of the group.
8. Ensure group-wide compliance with legal and statutory requirements, such as safeguarding; Prevent; health and safety and equality, diversity and inclusion.
9. Embody the group values.

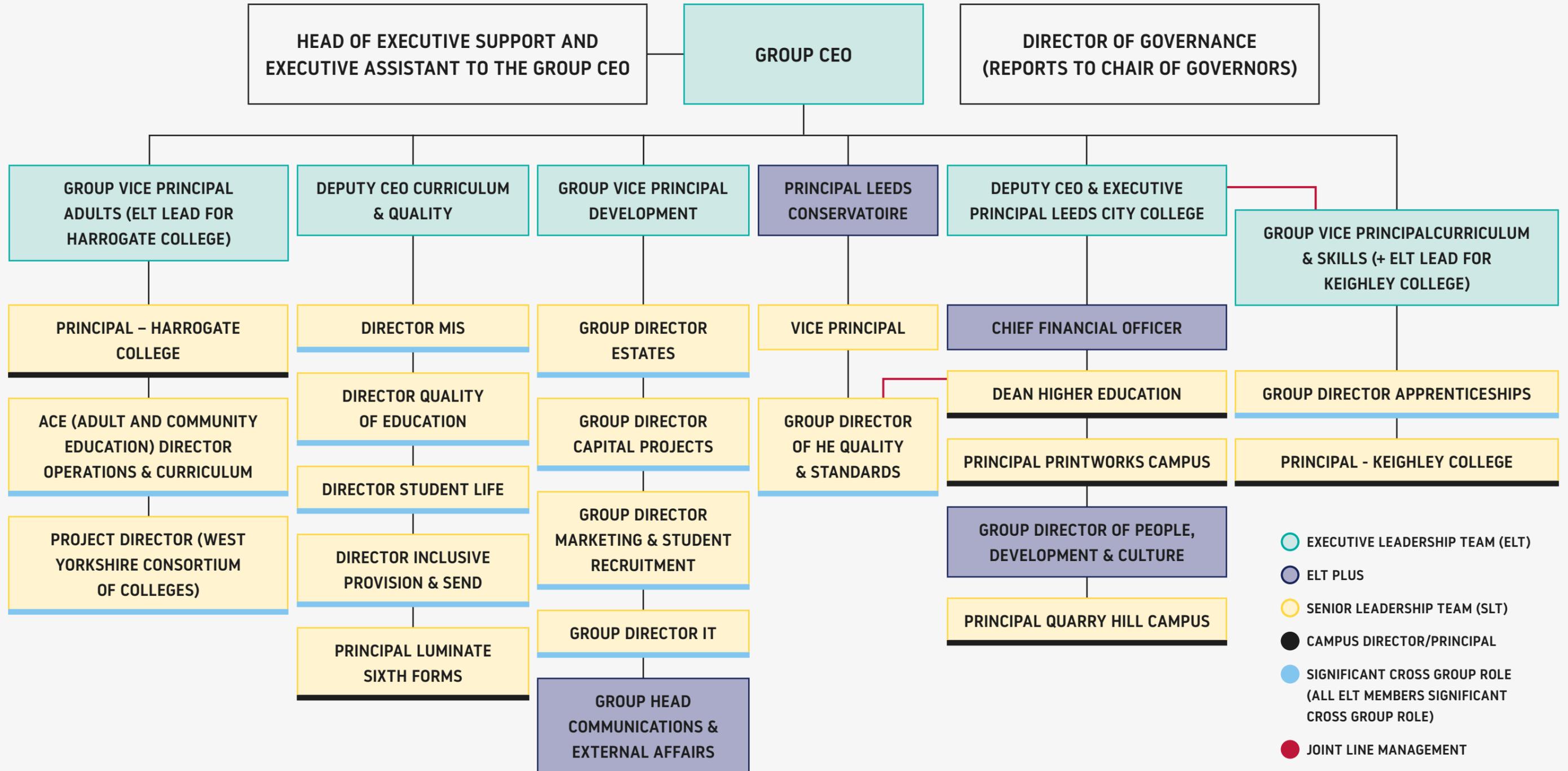
# Person Specification

## Key experience, skills, qualities and competencies

1. Consistent achievement in an executive leadership role, in a multi-establishment group of comparable scale, scope, complexity and geography.
2. Experience of Further Education and an understanding of Higher Education with a core understanding of the education sector including policy and curriculum development and funding methodologies.
3. Strong commercial skills and financial acumen, having experience of running group finance and risk management.
4. Evidence of property and asset management to achieve organisational growth.
5. Experience of developing organisation strategy, with evidence of bringing horizon scanning, innovative thinking and creative problem solving to achieve strategic goals.
6. Inspirational and effective communicator and negotiator, able to engage and influence colleagues, students, the Board, academic and commercial stakeholders and government representatives, through personal credibility and being able to communicate complex issues in clear language.
7. Advocate and experience of utilising student and staff voice to contribute, inform and develop learning strategies, organisation processes and culture.
8. A proven people leader who can adopt a holistic approach to motivate and upskill individuals and teams in the short term and develop next generation talent through longer term succession planning.
9. Evident passion for student success and well-being: ensuring student needs and perspectives are at the forefront of decision-making and group priorities.
10. Champion, demonstrate and advocate for inclusion, with the ability to lead and influence the design of high needs systems regionally, to improve outcomes within a financially restrictive context.
11. Demonstrable success as a change agent in complex circumstances, demonstrating resilience and an ethos of continuous improvement.
12. Able to demonstrate sound, balanced judgement, taking account of and reflecting multiple sources and diverse views.
13. Strong political judgement and sensitivity to political and organisational priorities.



# Luminate Leadership Structure



# Terms

- Remuneration:** Highly competitive
- Annual Holidays:** 44 days per annum, plus recognised public holidays.
- Pension Scheme:** West Yorkshire Pension Fund or Teachers Pension Scheme.
- Pre-Employment Checks:** All successful applicants will be required to complete mandatory pre-employment checks which include an enhanced DBS check, online check and must have two satisfactory references

## Timeline

- Close of Applications:** 9am Monday 5th May 2025
- Interviews with Dodd Partners:** w/c 12th May 2025
- Shortlist Meeting:** w/c 19th May 2025
- Interviews with Luminate:** Monday 2nd June 2025

# How to Apply

The recruitment process is being undertaken by Dodd Partners on behalf of Luminate Education Group. If you wish to apply for this position, please supply:

- A supporting statement (maximum 150 words) explaining why you are interested in the post of Chief Executive Officer at Luminate Education Group, as well as answering the following four questions which are directly linked to the requirements of the job role (in no more than 250 words per question):
  - Describe how you would approach the refresh of the Group's 3-5 year strategy, referencing previous relevant experience.
  - In what aspects will you need to expand your current networks to fulfil this role? How have you optimised the value of your external relationships in your current (or previous) role?
  - Balancing the Group's property portfolio to align with student volume and curriculum requirements is a critical part of the role – what experience do you have of this challenge? Describe a lesson learned and a specific success.
  - Explain how you approach key leadership interventions throughout the year to further embed your desired culture. How do you want to further adapt your own style and what is the one thing you want to achieve from a leadership perspective in the first 100 days?
- A comprehensive CV setting out your career history, with summary responsibilities and, where applicable, achievements relevant to the new role (no more than 2 pages).
- Details of your current remuneration package.
- Please use the following link to complete the Luminate Education Group's EDI questionnaire: **EDI questionnaire**
- All applications should be emailed to Dodd Partners at your earliest convenience and no later than 9am Monday 5th May 2025 to **contactus@doddpartners.com**, clearly marked with reference number DP3133.

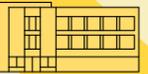
Should you wish to have an introductory discussion about the role, please contact John Dodd on 07545 431 848 or 01244 738 450. Alternatively, email: johndodd@doddpartners.com

An informal chat with John Toon, Chair of Luminate Education Group, ahead of your application can also be arranged, through John Dodd.



HARROGATE

Harrogate College



Keighley College



KEIGHLEY

Deacon House



SEACROFT



The Vine

Mabgate Campus



University Centre Leeds



Leeds Conservatoire

LEEDS

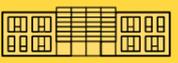


Printworks Campus

Somerville House



Joseph Priestley Centre



Pudsey Sixth Form College

TEMPLE NEWSAM



Temple Newsam

Rothwell Centre



ROTHWELL

HUNSLET

PUDSEY

BRADFORD

FARSLEY

RODLEY

HEADINGLEY

HAREHILLS

CHAPEL ALLERTON

OTLEY

ILKLEY

SHIPLEY

A59

A65

A629

Halifax Rd

A650

Bradford Rd

Ring Rd Farsley

A658

A6120

Ring Rd W Park

Otley Rd

A660

A658

Headingley Ln

Woodhouse Ln

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Ring Rd Pudsey

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