

# Further Education & Skills

We believe education  
makes for **a better society**

We appoint diverse and talented people across the education sector

# ANDERSON QUIGLEY

**We are leadership and governance specialists in the Education sector** providing expert support to Further Education institutions, ITPs, Universities and Multi Academy Trusts, as well as the organisations and bodies that support them.

**We are experienced in recruiting FE leaders and board members** having partnered with some of the largest college groups in the UK.

**Supporting Boards is one of our big strengths** we recognise the importance of effective governance and the role it plays in ensuring colleges thrive under continuous pressure.

**Our team is committed to the FE sector** we recognise the value and impact great leadership can have in the sector and to its learners, communities, employers and to the country.

# About Us

**We are a trusted partner supporting GFE colleges, ITPs, sixth form and specialist colleges, to find their next leaders. We find leaders who see their roles as a vocation, making an impact and difference to peoples' futures, not just a job.**

The team bring between them over 50 years of executive search and interim management experience across education. Within FE they have worked with 30+ colleges and 20+ national bodies that support the sector, including government agencies and government departments.

This means we have a deep-rooted understanding of the sector, and are acutely aware of the impact further education and skills institutions have on their learners and local communities, and how each institution is uniquely different.

We recognise the complex challenges the sector is facing and know how important it is to have the right balance of experience, skills, innovation, resilience, and passion in your leadership teams and governing bodies, to navigate the future, and to support and inspire your staff and learners to thrive.

Our team is passionate about the sector, and we are dedicated to building open, transparent, and trusted partnerships with all our clients; we act as an extension of your team, providing practical, candid, and constructive advice and support.

We can support you to find leaders who can drive forward your long term strategies, or those who can support in an interim management capacity to temporarily fill leadership positions, provide specific expertise to deliver your strategic objectives, or additional support to deliver transformational or time sensitive projects.



**Paul Aristides**  
Partner  
Executive Search



**Paul Horgan**  
Partner  
Interim Management



**Helene Usherwood**  
Senior Partner



**Carolyn Coates**  
Research Consultant

# Our Approach to recruitment

**We understand that when it comes to recruitment, there is no one size fits all approach - we personalise our services to your institution, and tailor our processes to your specific needs.**

We will work closely with you from the outset, to really understand your institution; we are genuinely interested to get to know your institution, so we dedicate time to understand how you operate, along with getting an insight around your mission, values, ethos, culture, and challenges.

This allows us to act as a true advocate for you when speaking to potential candidates, and to help collaborate with you on your long-term strategic leadership objectives and ambitions, to ensure we find the right leaders to support you on your journey.

Our focus is providing talent that provides you with true value, beyond just skills and career experience. We actively challenge the belief of what outstanding talent looks like, always having an open mind about sources of talent, and identifying and supporting the development of future talent from all backgrounds.

Our internal research team takes time to produce fresh searches for each assignment, and they take the time to get to know our candidates - they aren't just a list of CVs. We develop personal relationships with all our candidates so we can understand their skills and expertise, but also their motivations, aspirations and personalities, so we can ensure that they are truly the right candidate for your organisation.

## **Supporting you to appoint permanent and interim leaders.**

- CEOs and Principals
- Chairs and Governors
- Vice Principals, Curriculum
- Vice Principals, Finance & Resources
- Vice Principals, Enterprise, Commercial
- Assistant Principals
- Directors of Operations
- Directors of HR
- Directors of Estates
- Directors of IT
- Directors of Apprenticeships
- Other Senior Level roles within your institution



# Our process and commitment to you

**We are first and foremost headhunters, and our ability to access and engage the right candidates before converting them to applicants is our most valuable currency to you.**

We will manage the full search and selection process, keeping you informed, and seeking your input at key stages; updating you every week throughout the search phase, incorporating your feedback on the conversations we are having; working with you at each step until the right appointment has been made.

All candidates will undergo thorough and appropriate screening, including social media and references.

The discovery phase is critical in developing new roles and we will spend time with key stakeholders to develop the job on paper, and present back to you how we will market it to candidates via a detailed candidate attraction strategy.

Our research is conducted fresh every time, and will be specifically tailored to your requirements, focusing on finding candidates who meet your specific prerequisites.

Projects are all Partner led, and our Partners take the lead in conducting in depth, preliminary interviews with each candidate to provide you with an insightful report of their experience, skills, resilience and personality, to enable you to make constructive choices on who to progress through the process.

We can also partner with a team of highly experienced Occupational Psychologists to carry out tailored profiling assessments to explore personalities, resilience and leadership traits, to provide a profile report of potential candidates.

Candidate care is of the upmost importance to us. We provide personalised verbal feedback to all of our candidates, and ensure we make time ahead of each stage in the process to ensure they are prepared, comfortable and have all materials in accessible formats for their needs.

# Supporting Boards

**Supporting Boards is one of our big strengths – we recognise the importance of effective governance and the role it plays in ensuring colleges thrive under continuous pressure.**

We partner with Boards to help them recruit board members and Chairs, and we support Boards to review their governance, both to meet regulatory requirements, and look deeper to deliver strategic insights that strengthen their organisations effectiveness. We provide tailored support and recommendations to enhance the governance of the college, provide legal guidance, skills gaps identification, and succession planning.



## Governance Reviews & Effectiveness Audits

**All FE colleges were required to complete an external governance review between August 2021 and July 2024, with further evaluations every three years. As many institutions undertook this process in 2023–24, now is a good time to start planning for the next cycle. This includes appointing external reviewers, keeping in mind Department for Education guidance that the same individual should not be used for more than two consecutive cycles.**

Whether you're looking for a review to meet regulatory compliance, or looking for a more thorough strategic review, we can support you. Our reviews deliver strategic insights that strengthen your organisations effectiveness, providing tailored recommendations for enhanced governance, skills gaps identification, and succession planning.

We combine comprehensive desktop reviews, with stakeholder interviews, meeting observations, surveys, and discussions, to ensure both adherence to DfE requirements, Ofsted standards, and other regulatory frameworks, and further insight into improvements, risk mitigation, and development recommendations.

**We can offer three review options depending on your College's requirements and budget.**

## STRATEGIC REVIEW

strategic and transformational deep dive.

Ideal for Colleges requiring deep governance development, supporting major strategic change, or addressing post-inspection governance concerns.

### What's included?

- Extensive document review; historic board packs, risk registers, policies, and governance framework
- Board observation plus two committee observations
- Internal and external stakeholder online questionnaire
- Individual/small group interviews covering all board members, Executive Team, Governance Lead, and student representatives
- Board skills audit and succession planning analysis
- Comprehensive gap analysis against all regulatory frameworks with prioritised improvement plan
- Written report with strategic recommendations
- Full board feedback workshop
- 6-month follow-up check-in.

### Average Timescale:

10-12 weeks

### Investment:

Bespoke to requirements.

## COMPREHENSIVE REVIEW

In-depth governance assessment.

Ideal for Colleges seeking detailed insight into governance effectiveness ahead of inspection or strategic change.

### What's included?

- In-depth document review; recent board papers and risk registers
- Board observation plus one committee observation
- Internal and external stakeholder online questionnaire
- Individual/small group interviews with Chair, CEO, Governance Lead, and up to 6 board members
- Detailed mapping against AoC Code, Ofsted governance expectations and DfE requirements
- Written report with recommendations
- Detailed feedback session with Chair and governance lead.

### Average Timescale:

6-8 weeks

### Investment:

from £6,500

## ESSENTIAL REVIEW

Quick governance health check.

Ideal for Colleges wanting a focused assessment of core governance effectiveness or an annual compliance check.

### What's included?

- High-level document review
- Board observation only
- Internal stakeholder online questionnaire
- Group interview with key stakeholders (CEO, Governance Lead, Chair, Committee Chairs)
- Compliance check against AoC Code and regulatory requirements
- Written report with recommendations.

### Average Timescale:

5-6 weeks

### Investment:

£3,500 - £4,500



## Supporting the Development of Your Board



### **Board Development & Governance Training**

Bespoke training programmes that enhance understanding of FE governance, regulatory requirements, financial management, and strategic leadership in the skills sector.

Continuous professional development ensures your corporation remains effective, informed, and aligned with current sector standards.

We provide bespoke training covering governance roles and responsibilities, financial management and funding streams, regulatory compliance and quality assurance, strategic planning and stakeholder engagement, or crisis management and risk oversight.



### **Targeted Recruitment & Succession Planning**

Identify and attract high-calibre governors with relevant industry experience, financial expertise, and strategic vision to meet your college's specific challenges and community needs.

Leveraging review insights to identify:

- Key skills and expertise gaps in governance
- Industry experience required for strategic partnerships
- Diverse perspectives needed for community representation

Our comprehensive approach includes:

- Bespoke research and targeted headhunting
- Full process management from briefings to final appointments
- Comprehensive due diligence and reference checking
- Support through to successful onboarding

## Some of the institutions our team have supported:



From the outset AQ demonstrated a deep understanding of the governance needs within the further education sector and took time to work closely with us to shape a recruitment strategy aligned with our mission, values and future ambitions. Their approach was both professional and highly consultative, with honest feedback, and expert advice, ensuring that we felt supported and informed from initial planning through to final appointments. Their attention to detail and personal engagement with candidates contributed significantly to a smooth and positive experience for all involved. We would not hesitate to recommend them to any organisation seeking a trusted partner in recruitment.

**Jane Farrelly**  
Director of Governance, NCG

# Delivering Diversity

Anderson Quigley is a social purpose organisation, which means we believe strongly in equality, diversity and fairness, and these sit at the heart of our values. We recognise that we have an important role to play in developing and promoting equality and diversity, and we take this role seriously in supporting people and organisations for a better society.

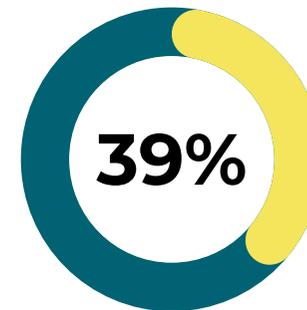
The institutions we support strive to ensure that every young person, whatever their background, has access to a transformative education. And we are committed to ensuring that all talent, whatever their background, has equal access to opportunities.

## We will always:

- Ensure equality, diversity and inclusion is embedded into every step of our process.
- Develop balanced search lists, that have appropriate representation and foster talent from a wide range of protected characteristics, lived experience and backgrounds.
- Target institutions and candidates that can evidence a genuine commitment, strategic objectives, and role-modelling of equality, diversity and inclusive practices.
- Assess for hard-wired working styles, behaviours and attitudes through psychometric assessment.

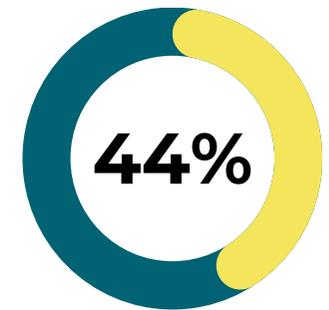
## Our EDI track record

Longlist:

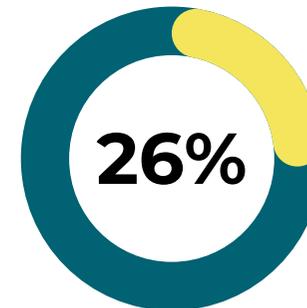


Female

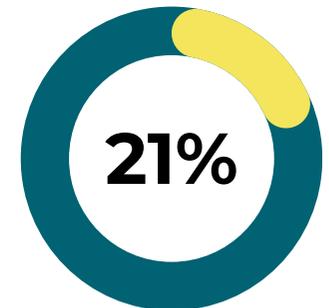
Shortlist:



Female



Black, Asian or  
Minority Ethnic



Black, Asian or  
Minority Ethnic

## Contact us



### Executive Search

**Paul Aristides**  
Partner

+44 (0) 7743 927 988  
paul.aristides@andersonquigley.com  
Scan the QR code to connect on LinkedIn



### Governance

**Helene Usherwood**  
Senior Partner

+44 (0) 7719 322 669  
helene.usherwood@andersonquigley.com

Scan the QR code to connect on LinkedIn



### Interim Management

**Paul Horgan**  
Partner

+44 (0) 7702 650 530  
paul.horgan@andersonquigley.com  
Scan the QR code to connect on LinkedIn



**ANDERSON  
QUIGLEY**

SEARCH  
INTERIM  
ADVISORY