



MKC Training Services Limited



MidKent College



**Gatenby
Sanderson**

Managing Director

MKC Training Ltd

Closing date: 23.55 on Sunday 16th June 2024



Contents

Welcome	1
Background.....	2
The Opportunity	3
Job Description	4
Person Specification.....	5
Terms and Conditions.....	5
How to Apply	6
Recruitment Process	7
Expected Timeline	8
Contact.....	9

Welcome

We are really delighted that you are interested in the role of Managing Director for MKC Training Services (MKCTS). This is both a unique and exciting opportunity, leading a company that has a great future as a result of your leadership, and is also part of a wider group that helps to transform the lives of the communities it serves.

We are looking for someone who can take our Royal School of Military Engineering (RSME) business to the next stage, managing the relationships with our existing stakeholders, many of whom are placed right at the top of the MoD and UK's defence contractors. Alongside this, you will continue to grow our business, building on our core strengths.

With ambitious targets for growth, your considerable drive, intellect and understanding of how and when to take risks will be amongst your greatest strengths. Working with a board that is keen to press on, you will be skilled at leading a diverse organisation through a challenging and demanding growth programme. Of course, your passion for continuous improvement, and a recognition that we need to both maintain the success of our current operations, whilst driving hard to build a strong pipeline of future business will be crucial too. We are very open-minded as to who this individual is; suspecting this is an opportunity well suited to someone who has the maturity to lead complex organisations and the wit to seize and exploit fleeting opportunities. For more information, take a look at our websites, or talk to our search partners at GatenbySanderson.

We look forward to your application.



Simon Cook
Principal & Chief Executive,
MidKent College



Nick Baveystock
Chair of MKC Training Ltd

Background

MKC Training is a wholly owned subsidiary of MidKent College, established in 2008 as part of an innovative public-private partnership with the Ministry of Defence worth £500 million. MKC Training is an outstanding expert in the design and delivery of innovative teaching, learning, assessment and training.

Over the last 16 years MKCTS has developed a deep subject specialism and knowledge across construction, engineering and professional skills. This specialist expertise, experience and capability has been underpinned by our work with the Royal School of Military Engineering (RSME) based in Chatham. Working as part of the Holdfast Training Services (HTS) consortium in a 30-year public-private partnership (PPP) designing, managing, delivering and assessing a wide range of high quality, artisan, technical and professional training for military engineers.



The Opportunity



MKC Training has a contract to deliver professional engineer training to all ranks of the Royal Engineers. From our inception we have refused to be a traditional, run of the mill training provider and have regularly reached out to organisations across the world to understand and support the development of best practice.

While the main training hub is based in the Royal School of Military Engineering in Medway, MKC Training provides a reachback service to Royal Engineers deployed across the globe. We are part of a unique consortium led by Holdfast.

The organisation has the scope and scale of operation to be right at the forefront of commercial training delivery, and we have been innovating in order to do so.

MKCTS has been expanding its operations to establish itself as the leading engineering and construction training organisation in the South of England, with very reasonable expectations to become the nationally acknowledged expert in this field. This is a pivotal time for us.



Job Description

Reporting Relationships

The Managing Director for MKC Training is line managed by the Principal and Chief Executive of MidKent College. Reporting to the MKC Training board that subsequently reports to the Corporation of MidKent College.

Role purpose

The role is pivotal in managing relationships with existing stakeholders, many of whom are placed right at the top of the MoD and UK's defence contractors, it is also crucial in developing new relationships and core focus to grow our non-RSME business. By 2028, return from non-RSME income will match that of the existing core contract. This will need considerable drive, intellect and understanding of how and when to take risks. Reporting to the CEO of MKC and the MKC Training Board, the MD will be expected to be capable of leading a diverse organisation through a challenging and demanding growth programme, with an infectious attitude and passion for continuous improvement, recognising how to balance maintaining the success of our current operations with driving hard to build a strong pipeline of future business.

Key Responsibilities

The MD is responsible for the strategic growth, development and quality of service of both new and existing training contracts. We seek to be the nationally acknowledged expert, delivering high quality programmes renowned for their excellence. The MD will:

- Provide inspirational, values driven and principled leadership of MKC Training; champion continuous improvement, innovation and agility.
- Deliver an ambitious growth programme, resulting in an agreed, annual financial benefit to the MidKent College Group by developing a sustainable pipeline of non-RSME contracts to match the RSME annual return.
- Ensure that the core RSME contract continues to be innovative, best value for money, exceeding the customers' expectations, exploiting the use of cutting-edge learning technologies and innovations.
- Act as an ambassador for MKC Training and the wider MidKent College Group, engaging actively with senior, high-profile stakeholders in both public and private sector organisations.
- Foster a culture of equality of opportunity in all that MKC Training does to ensure staff, learners, soldiers and trainees realise their full potential and maximise their achievements.
- Promote statutory and best practice in Health & Safety; manage risk effectively and ensure compliance with, and understanding of, all relevant legislation and all organisation policies and procedures.

Person Specification

Essential Criteria

- Strategic outlook with a track record of developing business and go to market strategies and successfully delivering revenue through a pipeline of new business opportunities.
- Proven track record of leadership at executive level with the ability to develop high performing teams, lead change and drive a culture of positive employee engagement and continuous improvement.
- Customer centric with proven experience of successfully delivering services to complex stakeholder groups; capable of building and maintaining positive, productive relationships at a senior level.
- Strong commercial and financial acumen with a demonstrable aptitude for holding profit and loss accountability and the ability to manage budgets, control costs and oversee investment at business unit level.
- Experience of maximising contractual output through effective service delivery, supply chain management and efficient operation. Prior knowledge of public/private contract mechanisms would be beneficial.
- Ability to confidently engage a diverse range of senior stakeholders, collaborating across organisational boundaries to achieve shared outcomes.

Qualifications & Accreditations

Educated to degree level or equivalent with a demonstratable commitment to continued professional development.

Terms and Conditions

Location

Chatham, Kent

Remuneration

Up to £150,000 per annum.

Period of appointment

This role is being offered on a permanent basis.



How to Apply

To apply, please visit: <https://www.gatenbysanderson.com/job/GSe111606>

The recruitment process is being undertaken by GatenbySanderson on behalf of MKC Training Ltd and MidKent College. If you wish to apply for this position, please supply the following:

- **A comprehensive CV** setting out your career history, with responsibilities and achievements.
- **A response to the 3 key questions listed below****
- **A Diversity Monitoring Form** will form part of your online application.

Failure to submit both CV and question response documents will mean the panel only have limited information on which to assess your application against the criteria listed in the person specification.

****Application Questions**

Question 1: The Core Business

We have a successful track record of transforming training and delivering high quality. What would be your plans to continue to lead the workforce to continue to innovate and strengthen further?

Question 2: The Opportunity

As we grow and diversify our business, what would be your key steps and milestones to deliver profitable growth and what do you see as unique about MKC Training?

Question 3: Relationships

What is it that you are known for in managing relationships internally and externally and how would your leadership across a range of key partners be known as?

As part of the online application process, you will be asked a number of diversity-related questions. If you do not wish to provide a declaration on any of the particular characteristics, you will have the option to select 'prefer not to say'. All monitoring data will be treated in the strictest confidence and will not be provided to the selection panel.

If you are unable to apply online, or have any issues with the online application process, please contact devon.coates@gatenbysanderson.com

Recruitment Process

The timeline later in this pack indicates the date by which decisions are expected to be made, and all candidates will be advised of the outcome as soon as possible thereafter. Candidates selected for longlisting will be invited for a preliminary discussion with GatenbySanderson to further explore their skills and experience.

Longlist

You will receive an acknowledgment of your application through the online process. If you do not receive a notification of your application, please contact

devon.coates@gatenbysanderson.com

The panel will then assess your application to select those demonstrating the best fit with the role by considering the evidence you have provided against the essential criteria set out in the 'Person Specification' section.

Shortlist

Following the preliminary interviews, the panel will review the field of applicants and will select a shortlist of candidates whose applications best demonstrate suitability for the role and who will be progressed to a final interview.

Assessments

If you are shortlisted, you will be asked to take part in a Leadership Assessment. This assessment will not result in a pass or fail decision. Rather, it is designed to support the panel's decision making and to highlight areas for the panel to explore further at interview.

Disability Confident Scheme

Disabled applicants who meet the minimum selection criteria in the job specification are guaranteed an interview. Selection will be on merit. If you wish to claim a guaranteed interview under the Disability Commitment, you should complete the relevant section of the online application. It is not necessary to state the nature of your disability.

Expected Timeline

We will try and offer as much flexibility as we can, but it may not be possible to offer alternative dates for interviews. You are therefore asked to note the below timetable, exercising flexibility through the recruitment and selection process, in order to meet the dates given.

Please note that these dates may be subject to change. The anticipated timetable is as follows:

Closing date for applications	Sunday 16 th June 2024 at 23.55
Longlist meeting	Week commencing 17 th June 2024
Preliminary interviews with GatenbySanderson	Weeks commencing 24 th June and 1 st July 2024
Shortlist meeting	Week commencing 8 th July 2024
Assessments	Weeks commencing 15 th July 2024
Final panel interviews	Week commencing 22 nd July 2024





Contact

If you would like an informal conversation about this role, please contact
Zoe Bennett at GatenbySanderson:

zoe.bennett@gatenbysanderson.com