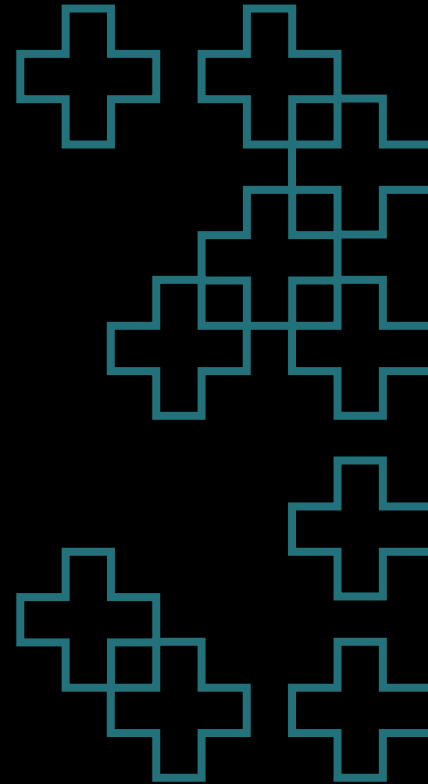


UHI | PERTH

Appointment of

Principal and

Chief Executive



www.perth.uhi.ac.uk

Contents

About UHI Perth	4-5
Our Impact in the Community	6-7
Celebrating Success at UHI Perth	8-11
Why Perth and Perthshire?	12-13
UHI	14-15
UHI Partnership	16-17
Job Description	18-19
Person Specification	20
How to Apply and Further Information	21

Welcome from the Interim Chair of the Board

On behalf of the Board, I am delighted that you are considering the opportunity to become the next Principal and Chief Executive Officer of UHI Perth.

This is an exceptional opportunity to lead a college that sits at the very heart of the beautiful, ambitious city and wider region of Perth and Kinross. UHI Perth is not simply an educational institution; we are a vital civic anchor, driving economic growth, widening access to education, and shaping the future skills required by our local communities and employers.

We are incredibly proud of our highly dedicated staff and the genuinely positive culture they have cultivated, ensuring high-quality teaching and a supportive student experience.

The Board is deeply committed to supporting the incoming Principal. We operate as a highly cohesive unit, providing robust strategic oversight, clear governance, and partnership working to ensure the college continues its trajectory of excellence within the University of the Highlands and Islands partnership.

We seek a visionary leader who will build on this strong foundation, further enhancing our reputation and driving forward our strategic goals. If you are ready to embrace the challenges and rewards of leading an ambitious college in a thriving community, we look forward to reviewing your application.

Alistair Wylie
Interim Chair of the Board of Management



Welcome from the Interim Principal & Chief Executive

Thank you for your interest in joining UHI Perth as our Principal and Chief Executive Officer.

Through the UHI partnership, we deliver an exciting mix of campus-based, online, and transnational learning.

Like many across the sector, we're evolving how we operate. We are implementing a strategic transformation plan that ensures long-term sustainability while keeping a relentless focus on quality, student outcomes, and employer relevance. As Principal and Chief Executive, you'll play a pivotal role in shaping our curriculum, strengthening commercial activity, and expanding the opportunities we create for learners, staff, and partners.

If you are a dynamic, people-centred leader who thrives on collaboration and impact, we'd love to hear from you.

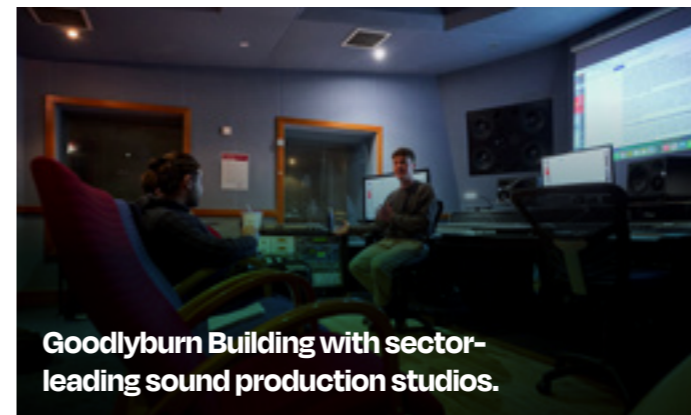
Catherine Etri
Interim Principal & Chief Executive



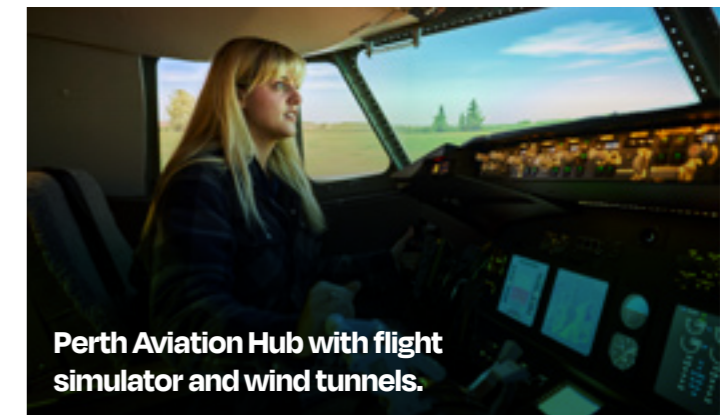
About UHI | PERTH

UHI Perth supports individuals of all ages and backgrounds to gain skills and qualifications, unlock their potential, and progress into rewarding careers. We are an active, committed partner within UHI and a key contributor to regional and national skills priorities.

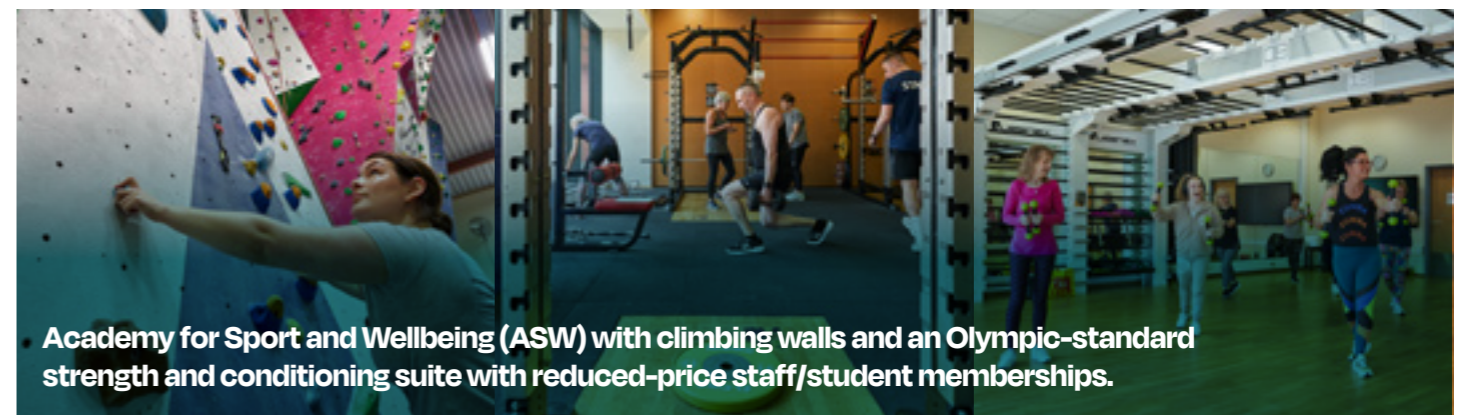
Our facilities include:



Goodlyburn Building with sector-leading sound production studios.

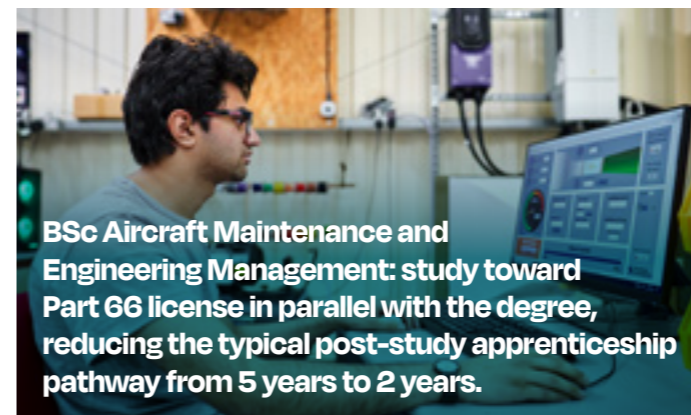


Perth Aviation Hub with flight simulator and wind tunnels.



Academy for Sport and Wellbeing (ASW) with climbing walls and an Olympic-standard strength and conditioning suite with reduced-price staff/student memberships.

Curriculum highlights and distinctive pathways:



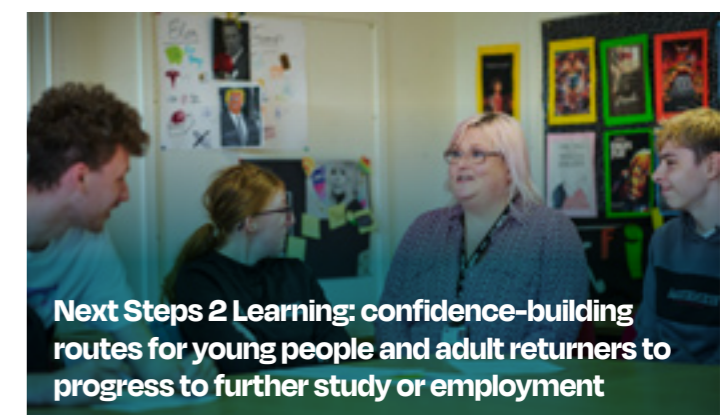
BSc Aircraft Maintenance and Engineering Management: study toward Part 66 license in parallel with the degree, reducing the typical post-study apprenticeship pathway from 5 years to 2 years.



BA (Hons) Food, Nutrition and Textiles Education: a unique route in Scotland preparing graduates for Home Economics teaching.



BA Child and Youth Studies: the first fully online undergraduate programme to receive mainstream funding in the UK



Next Steps 2 Learning: confidence-building routes for young people and adult returners to progress to further study or employment

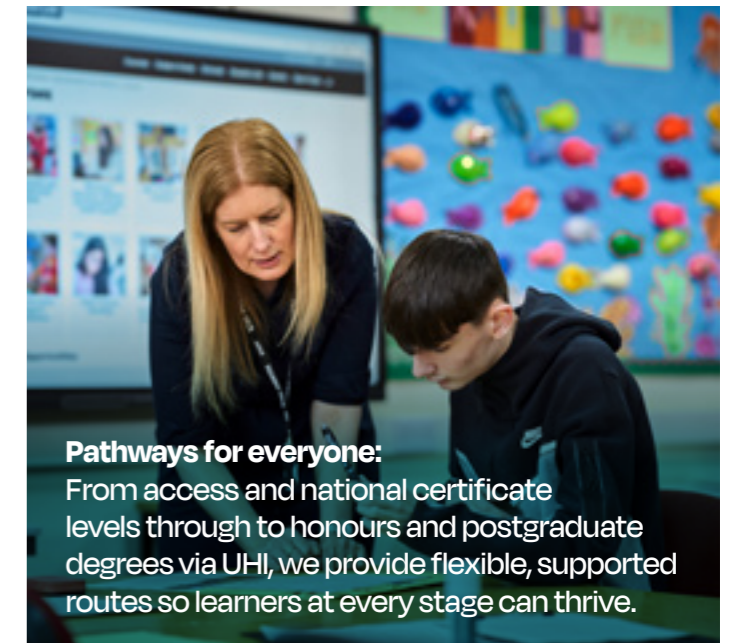
Our Impact in the Community

As an anchor institution for Perth and Kinross, UHI Perth has deep roots and real-world impact.



Skills for regional growth:

We align provision to local and regional employer demand, helping businesses access the talent they need, from advanced manufacturing and engineering to creative industries, health, sport, and education.



Pathways for everyone:

From access and national certificate levels through to honours and postgraduate degrees via UHI, we provide flexible, supported routes so learners at every stage can thrive.



Partnership at our core: We collaborate with schools, Perth & Kinross Council, local employers, and third-sector organisations to widen participation, stimulate innovation, and enrich community life.



A vibrant campus community:

Our Academy for Sport and Wellbeing, events, performances, and public-facing facilities draw people onto campus, connecting learning with wellbeing, culture, and enterprise.



We actively support the education needs of our region to help drive prosperity and social mobility across Perth and Kinross.

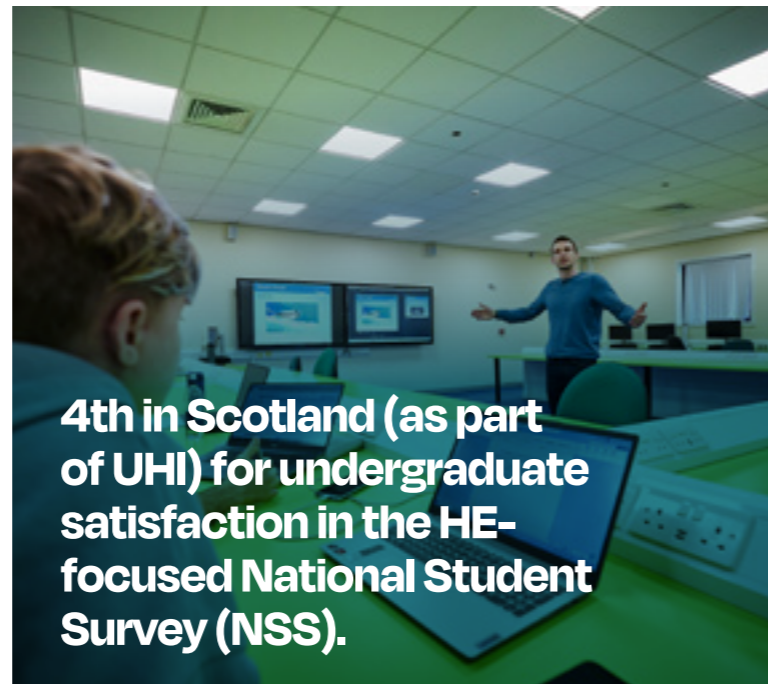
Celebrating Success at UHI Perth

These successes reflect our 'Think Yes' internal mindset, supportive culture, and commitment to belonging, achievement, and progression.

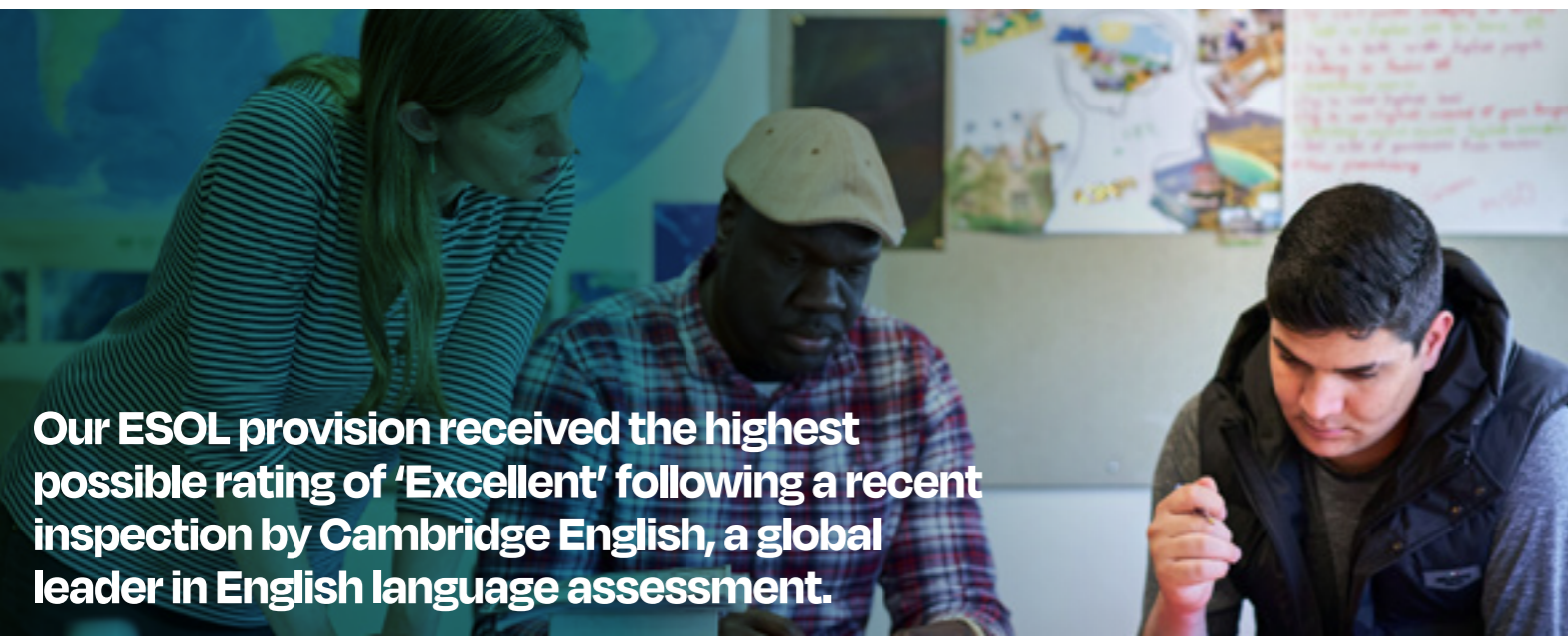
Outstanding student experience across both Higher and Further Education:



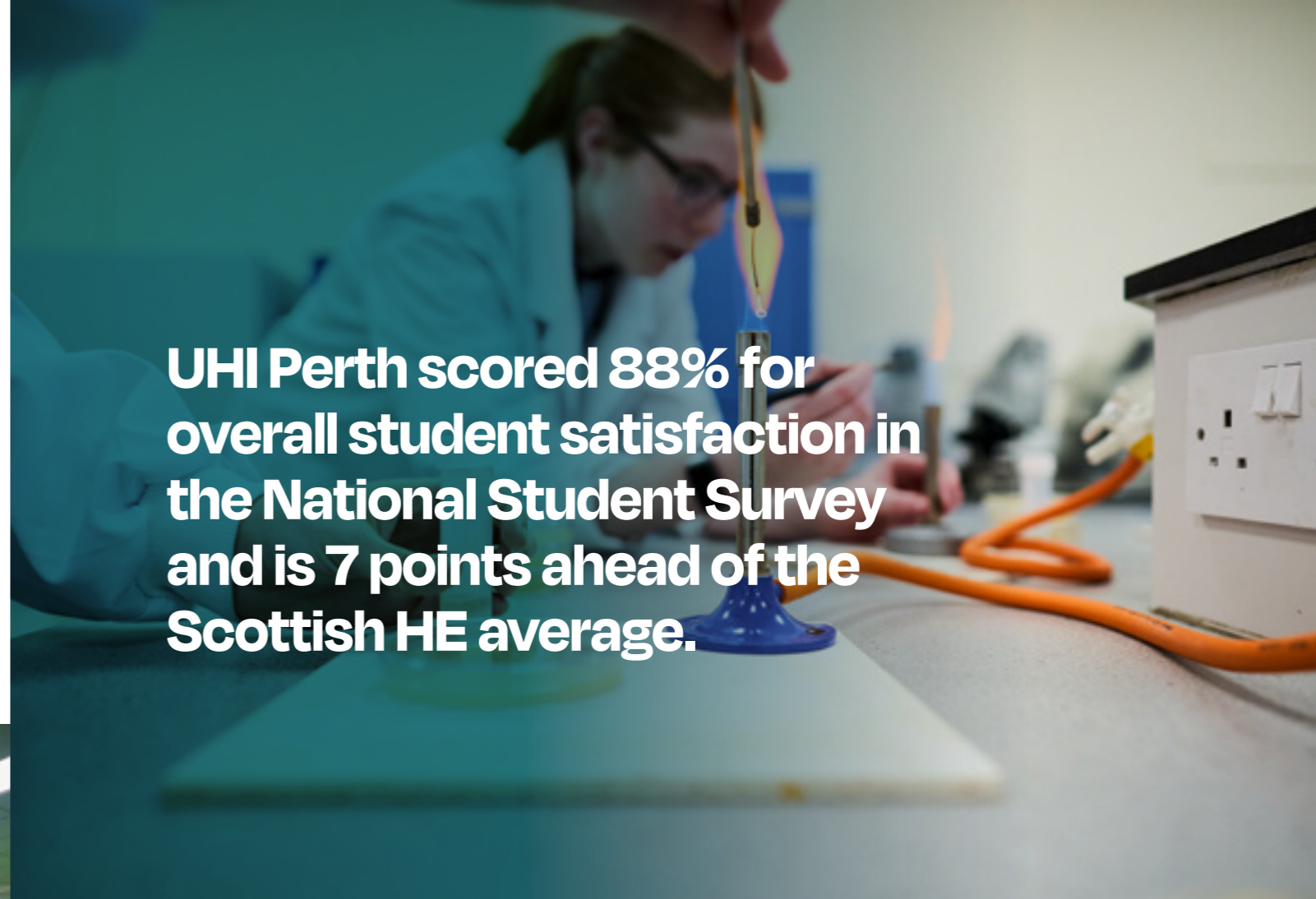
5th in Scotland for full-time FE students in the SFC 2024-25 Student Satisfaction and Engagement Survey (SSES)



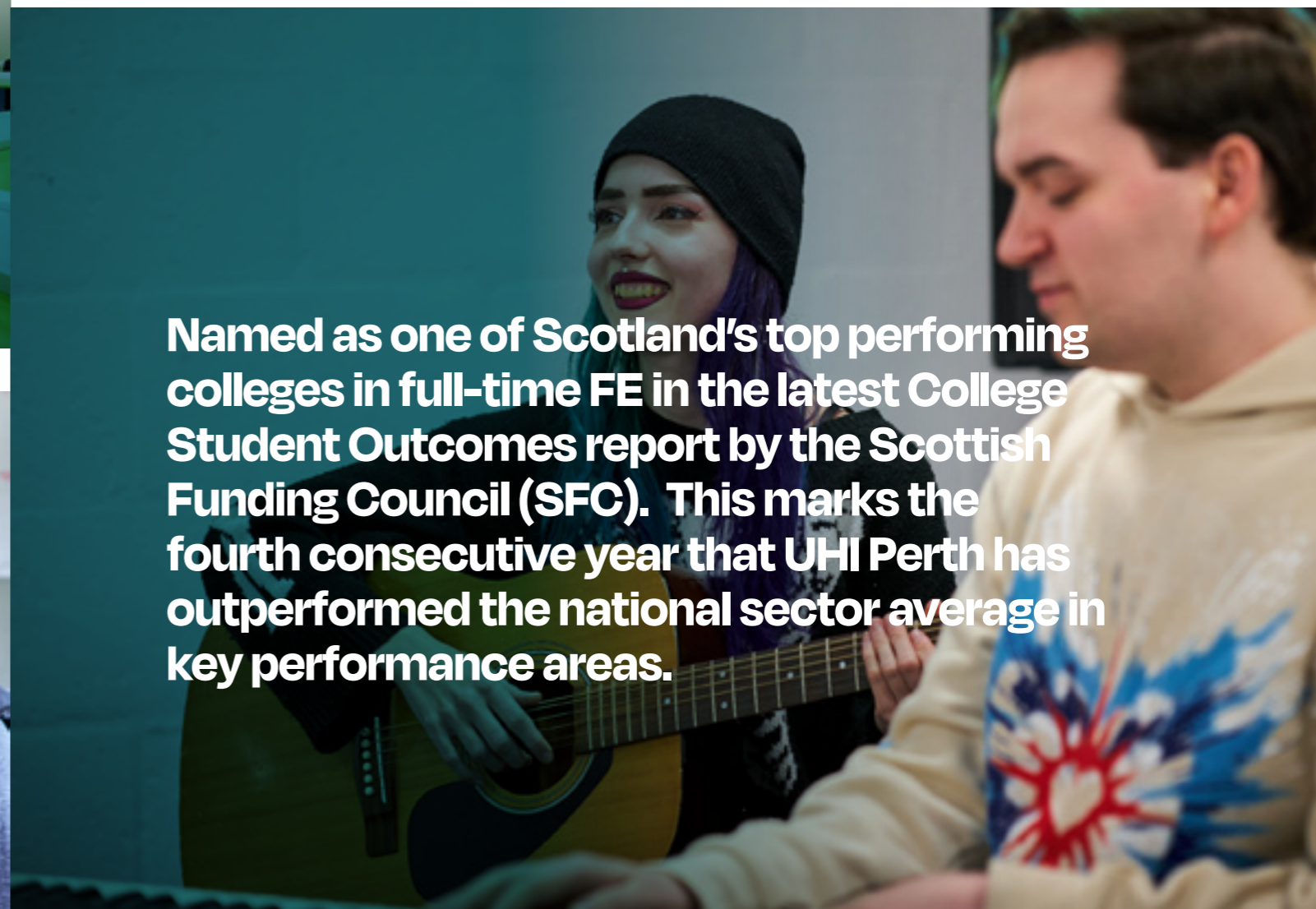
4th in Scotland (as part of UHI) for undergraduate satisfaction in the HE-focused National Student Survey (NSS).



Our ESOL provision received the highest possible rating of 'Excellent' following a recent inspection by Cambridge English, a global leader in English language assessment.



UHI Perth scored 88% for overall student satisfaction in the National Student Survey and is 7 points ahead of the Scottish HE average.



Named as one of Scotland's top performing colleges in full-time FE in the latest College Student Outcomes report by the Scottish Funding Council (SFC). This marks the fourth consecutive year that UHI Perth has outperformed the national sector average in key performance areas.



Outstanding • Best • Inspiring

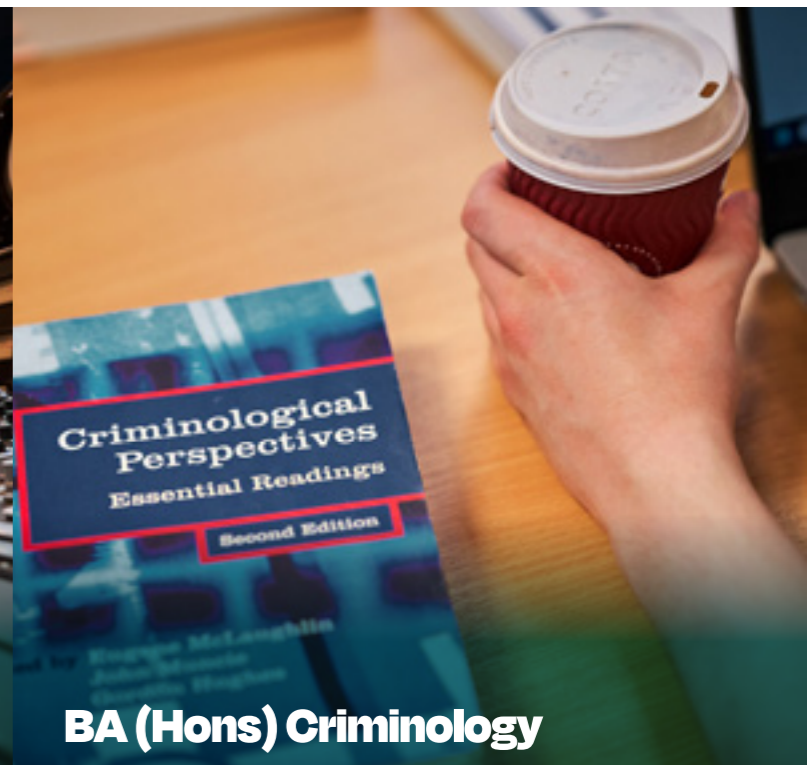


OBI Awards (Outstanding, Best and Inspiring): In partnership with our Students' Association, we celebrate the people who make UHI Perth outstanding - this year almost 500 nominations recognised staff and student reps for excellence.

In the National Student Survey 2025, Four degree programmes delivered by UHI Perth staff achieved **100% overall satisfaction**, reflecting breadth and depth of quality teaching and support.



BSc (Hons) Audio Engineering



BA (Hons) Criminology



Shortlisted for three prestigious categories in the Herald Education Awards for Further and Higher Education 2025:

- Support Student Wellbeing Award
- Outstanding Contribution from a Staff Member
- Outstanding Contribution from a University Student



BA (Hons) Food, Nutrition and Textiles Education



BA (Hons) Theatre Industry Practice



Why Perth and Perthshire?

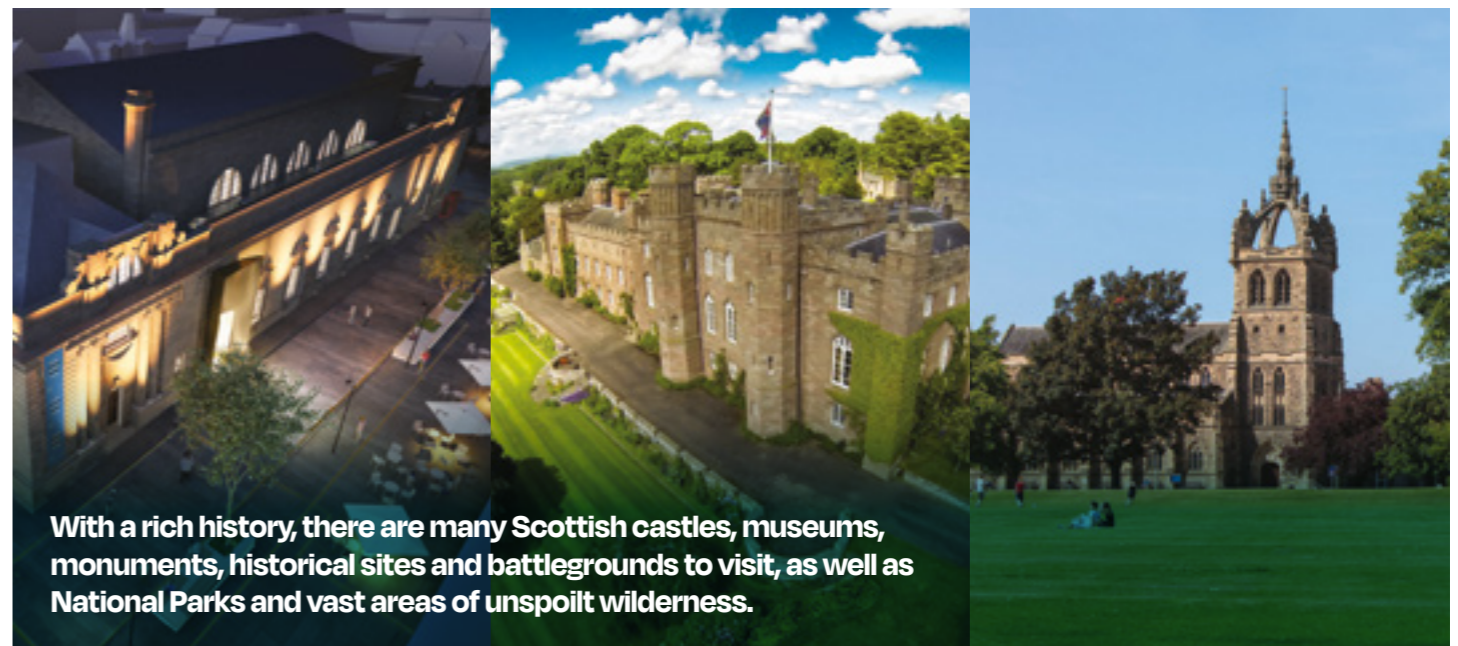
Situated in the very heart of Scotland, UHI Perth's campus is situated in a thriving and dynamic city with a fascinating history. For candidates moving from outside the area, Perthshire delivers a fantastic quality of life, balancing professional opportunity with events for all ages and year-round adventure on your doorstep.



A compact, connected city with easy links to Edinburgh, Glasgow, Dundee, and the Highlands



Affordable, high-quality living with excellent schools and family-friendly amenities



With a rich history, there are many Scottish castles, museums, monuments, historical sites and battlegrounds to visit, as well as National Parks and vast areas of unspoilt wilderness.



A welcoming community, rich heritage, and a thriving food and drink scene



A lively music, arts, and events calendar that complements our own campus activity

UHI

The University of the Highlands and the Islands (UHI) is a university made up of 10 academic partners which provides both further and higher education.

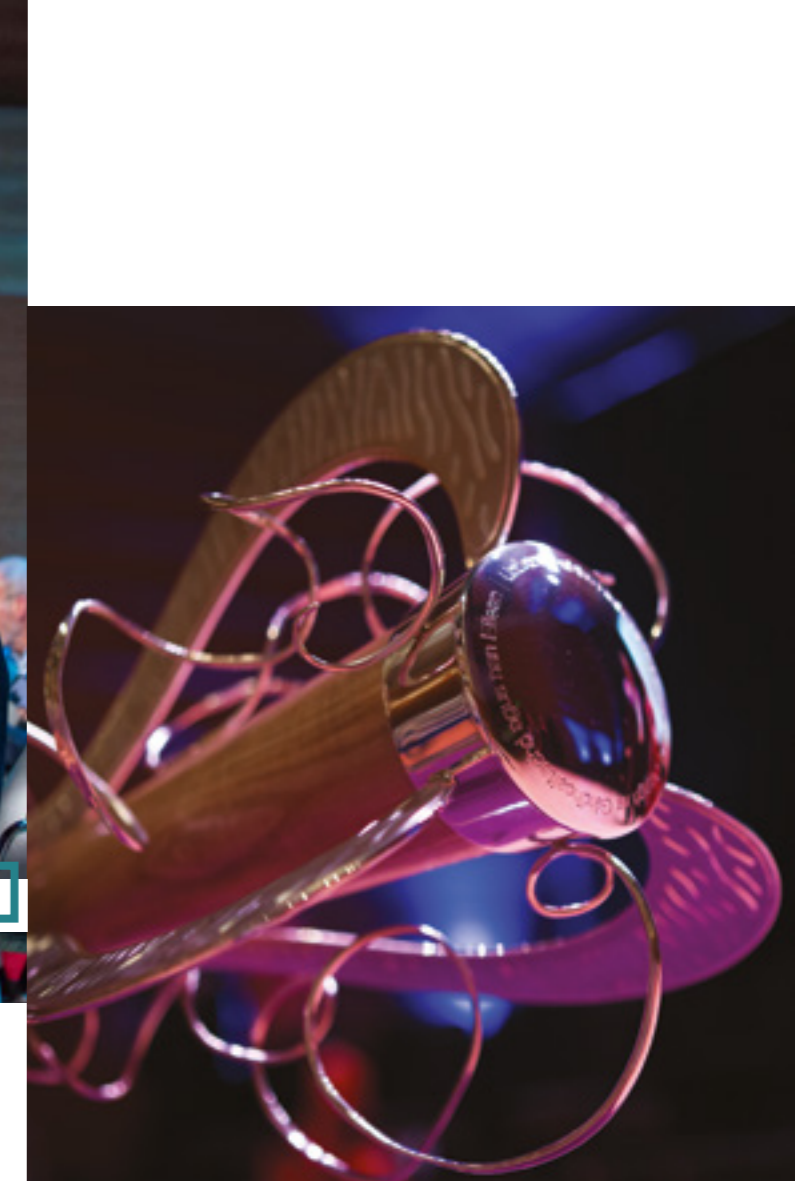
We are a diverse and flexible partnership serving our communities and connected to their needs. Our greatest strength is the diversity and flexibility of our partnership, and this empowers us to deliver more.

We offer flexible and supported learning from access level to PhD, which suits more people at more levels for more reasons.

We have 26,000 students and are proud of our unique place and deep roots in our communities, and this makes our teaching and research more connected to their needs.

Further information about UHI can be found on their website:

www.uhi.ac.uk



Management and Governance

The college leadership team is responsible for developing and implementing strategy, operational plans, policies and procedures, setting budgets and monitoring operating and financial performance. The college leadership team works closely with the Board of Management through the Principal and Chief Executive to deliver UHI Perth's strategy and performance.

The Board of Management is the governing body of UHI Perth and sets the college's strategy and provides scrutiny. The Board includes students, staff, trade union and independent members who bring a wide range of experience and insight.

We also have a Regional Strategic Body (UHI) which has statutory responsibilities for distributing funds and oversight on behalf of the Scottish Funding Council and also act as our link to the SFC.

As part of the UHI Partnership there is close connection and collaboration with the University of the Highlands and Islands and the Principal and Chief Executive sits on UHI Partnership Council and other collaborative committees.

UHI Partnership

Historically, UHI Perth has played a pivotal role in the success of the University of the Highlands and Islands (UHI), Scotland's newest university. UHI is modelled on a federal collegiate structure based on several geographically dispersed colleges and research institutions.

Since achieving university title (2011) the UHI partnership has been highly successful in addressing geographical and social barriers, harnessing digital infrastructure to deliver collaborative learning and research opportunities. UHI has also evolved with a strong alignment with regional economic priorities.

Building on this legacy, and ensuring that the UHI partnership positions itself to respond to emerging challenges and exploit new opportunities, UHI stakeholders have been conceptualising a new operational model based on a more integrated approach. It is anticipated that UHI Perth will play a leading role in this next evolutionary trajectory of the wider UHI partnership.



UHI Inverness



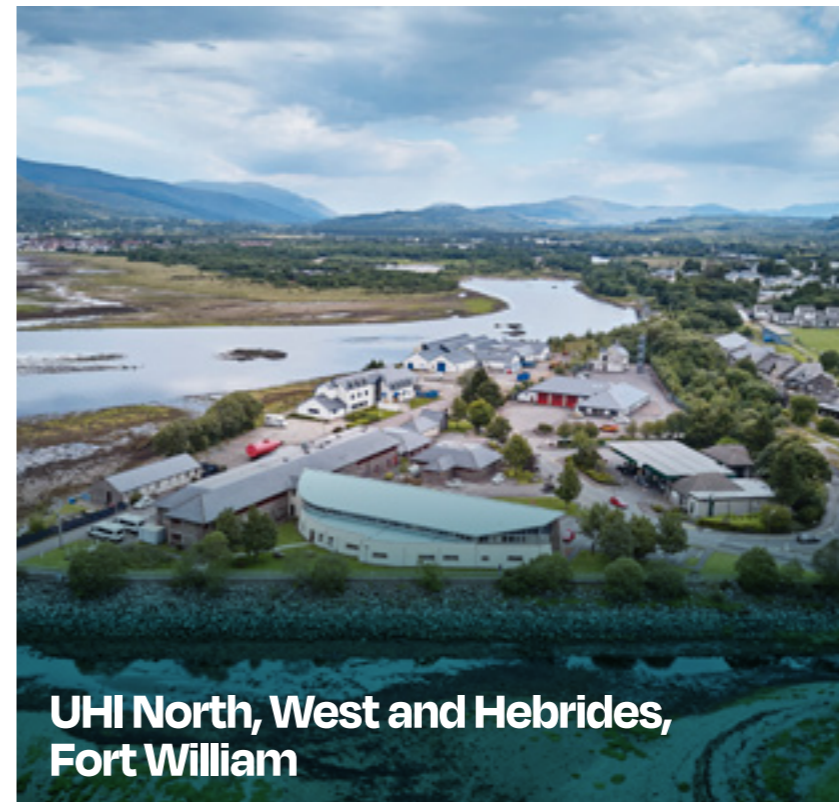
Sabhal Mòr Ostaig, Skye



UHI Orkney



Scottish Association for Marine Science, Oban



UHI North, West and Hebrides, Fort William



UHI Shetland



UHI Moray, Elgin



UHI Argyll, Rothesay



Highland Theological College, Dingwall

Job Description

Post Title: **Principal and Chief Executive**

Reports to: **Chair of the Board**

Purpose of Post

Responsible for the leadership of the College; its academic and strategic management, financial viability, the delivery of public value and achievement of internal and external key performance measures.

About the role

This is an exciting opportunity to work with our amazing team at UHI Perth and with our partner colleges and colleagues within the UHI family. The successful candidate will drive transformation, innovation and long-term sustainability of UHI Perth, ensuring that we continue to excel in both our student and staff success.

Key expectations:

- + Provide inspiring leadership to our committed staff, have students at the centre of everything we do and continuously strive to improve in everything we do.
- + Ensure a leading oversight of the financial stability and operational effectiveness of the college.
- + Lead the development and implementation of UHI Perth's organisational strategy, and ensure synergy with UHI's strategy.
- + Successfully lead continuous change, innovation, and deliver excellent outcomes.
- + Deliver the highest standards of learning and teaching across the tertiary landscape, and ensure that the College's curriculum is aligned to the current and future skills requirements, while addressing the socioeconomic needs of its communities and supporting future economic growth.
- + Deliver innovative, creative and bold, solutions-focused leadership.
- + Bring direct and relevant experience in curriculum development coupled with effective delivery against key strategic priorities, demonstrated by a record of achievement in a senior leadership role.
- + Maximise student success and opportunities, ensuring we provide both a great staff and student experience
- + As a member of the University's Partnership Council, play a full part in promoting and contributing partnership working.
- + Influence UHI partnership decisions and represent the interests of UHI Perth, speaking with emphasis on behalf of the Perth stakeholders and ensuring Perth is at the cutting edge of UHI decisions
- + Contribute positively to the transformation of the University as a tertiary educational institution.

Key Roles and Functions

- + In conjunction with the Board of Management (BOM) set the overall vision, mission and aims of the College through the Strategic Planning Process, ensuring relevant stakeholder engagement.
- + Deliver the College's strategic objectives, including delivery of operational planning with relevant stakeholders.
- + Guide and develop the work of the Senior Leadership Team to ensure responsive and effective implementation of College plans, and an organisational culture of engagement and continuous improvement
- + Work closely with the Board to generate strategies for ensuring the College's ongoing successful future, including plans to grow, develop and sustain the College's business. Implement these strategies to create and exploit opportunities for the College, its staff and students, including the identification and development of new partnerships, business/commercial and curriculum opportunities.
- + Ensure effective and efficient management of College resources.
- + Monitor and ensure financial security and robustness.
- + Provide leadership and support for the overall quality of the curriculum and the delivery of a high-quality student experience, ensuring high quality delivery across all College services.
- + Provide leadership and support for established and developing research activity across the College.
- + Enable, foster and obtain a high standard of behaviour and performance throughout the College, developing a culture of respect of one another, recognising the strengths each person brings to our community.
- + Create and maintain a safe and stimulating working environment for all students and staff.
- + Develop a culture where staff can feel valued, empowered, and included in the team effort of providing opportunities to the students and the people of Perth which are cutting edge and specialist in their respective fields, and which provide a relevancy to the surrounding community.
- + Assume overall responsibility for staff and student disciplinary and grievance procedures ensuring fair accounting to all and processed with integrity and transparency from start to finish.
- + Discharge effectively the role of Accountable Officer.
- + Ensure the College meets all of its Public Sector Duties.
- + Ensure ethical and responsible stewardship in accordance with the College's values, and in line with all statutory and legal requirements of the role.
- + Promote and effectively represent the College in its communities. Build strong relationships with key stakeholders to gain their support and backing.
- + Represent the College on local and national bodies.
- + Represent UHI Perth as a significant partner within the University of the Highlands and Islands
- + As a member of the UHI Partnership Council, actively promote collaboration and partnership working across the organisation. Influence partnership decision making to represent the interests of UHI Perth and contribute to the positive development of the University as a tertiary educational institution.
- + Continue to develop and enhance own professional skills and knowledge.
- + The purpose of the job description is to indicate the general level of responsibilities of the post. The list is not exhaustive, but serves merely as a guide.
- + Date Job Description Reviewed: December 2025
- + Reviewed by: Nominations Committee

Person Specification

The successful candidate must be able to demonstrate all the essential criteria

Professional and Personal Qualities	
Essential Criteria	
<ul style="list-style-type: none"> + A strategist with the ability to scan the organisational and sector landscape to identify opportunities and threats. Able to analyse emerging issues, identify and develop strategic and tactical solutions, engage key stakeholders and deliver results in a timely and effective manner. + A strategic thinker with business acumen and excellent communication skills. + Proven effective and inspirational people-centred leadership abilities. + Outstanding interpersonal skills and exceptional negotiating skills. + Proven track record in academic leadership and community engagement. + Sound knowledge of issues facing the further and higher education sectors. 	
Qualification and Experience	
Essential Criteria	Desirable Criteria
<ul style="list-style-type: none"> + Qualified to a minimum of Masters degree level supported with evidence of ongoing and current continuous professional development. + Able to demonstrate a record of achievement at senior management level in the Further or Higher Education sector or a related sector. + A thorough knowledge and experience of developing and implementing organisational strategy. + A proven track record in financial management and budgetary control. + A proven track record and evidence of success in achieving diverse sources of income. + A proven track record of leading teams of personnel in a complex environment raising the overall confidence to face major change. + Thorough knowledge of issues facing senior management in Further or Higher Education or a related sector. + A clear understanding of educational legislation as it applies to FE and HE. 	<ul style="list-style-type: none"> + Experience of working with the challenges facing both the HE and FE sector. + A successful track record of working with complex structures of governance to external organisations including some external accountability but with partnership working at its core. + Recent participation in a leadership programme. + A thorough understanding of curriculum development and academic innovation.

How to Apply

All applications must be made here:



www.aspenpeople.co.uk/UHPerth

- + This post will close 16th February 2026
- + Initial interviews to be held on or around w/c 2nd March 2026
- + If you have any queries or wish to discuss the role further please contact: Katharine Price, Gillian Blackadder or Donogh O'Brien at Aspen People on 0141 212 7555.

Further Information

Terms and Conditions

- + This post attracts a fixed-point salary of £135,000pa on a full-time permanent contract.
- + This is a full time, permanent role within the Senior Leadership Team of UHI Perth.
- + This post is designated as the Accountable Officer for UHI Perth
- + Annual leave entitlement is 45 days pro rata including 14 closure days (10 over the festive period, 2 around the October half term and 2 around Easter) which are determined by UHI Perth annually.
- + Subject to eligibility the postholder is able to join the Scottish Teachers' Superannuation Scheme (STSS), which currently sees employer's contributions of 26% or the Pension Tayside Pension Scheme which currently sees employer's contributions of 15.7%.
- + The postholder will be expected to be based on the main UHI Perth campus on Crieff Road, Perth.

Disability Confident Employer

- + UHI Perth is committed to ensuring that our recruitment process is inclusive and accessible, communicating and promoting all vacancies and offering an interview to applicants with a disability who meet the essential criteria for the post. For more information on the Disability Confident scheme, please visit their website

Right to Work in the UK

- + This role may be eligible for Skilled Worker Sponsorship. For further information please contact Human Resources on PC.HumanResources.perth@uhi.ac.uk

Your Data

- + As part of any recruitment process, UHI Perth collects and processes personal data relating to job applicants. Please refer to our privacy notice on our website for more information on how we manage and protect your data

PVG

- + This post undertakes regulated work with children and Protecting Vulnerable Groups (PVG) Scheme membership is required. A check will be made against the list of those barred from working with children and protected adults.