



Job Description

Job Title:	Head of Learning and Teaching		
Reports to:	Chief Executive Officer		
Job Grade:		Last Revised:	May 2025

Role Summary

The Head of Learning & Academic Delivery will lead and be accountable for the effective and efficient delivery of NMITE's academic programmes. As a senior academic leader, the post-holder must possess strong leadership capability. In this role, this is more vital than technical or disciplinary expertise alone. The role holder will need to demonstrate the resilience to make tough decisions and the emotional intelligence to unify, empower, motivate, and focus a diverse academic team.

The role holder will have reached Professorial level on entering the job or will be prepared and expecting to progress towards that when appointed. Individuals not holding a professorial title are encouraged to apply provided they are prepared to work towards it.

The role holder will earn, or have already earned, the respect of colleagues in a collaborative, intellectually self-confident culture, while delivering clear operational discipline and driving continuous improvements in quality, efficiency, and student outcomes. The judgement to balance the need to maintain the individual distinctiveness of a diverse team of academic colleagues with the requirement to define and adhere to consistently high academic standards will be a key requirement of the role holder.

Success in this role means ensuring that NMITE's academic delivery is sustainable, distinctive, and high-performing, but delivered within a resource-constrained environment, in close collaboration with peers across the academic and professional services structure.

Key Responsibilities

Strategic and Operational Leadership

- Take ownership of the operational delivery of NMITE's academic programmes, ensuring curriculum implementation, assessment, and learner support are coherent, efficient, and of high quality.
- Provide confident, unifying leadership across academic teams, including programme leaders, teaching staff, and learning support professionals.
- Ensure timetabling, staffing, and teaching resources are planned and deployed effectively, aligned to strategic priorities and student demand.
- Drive academic delivery that reflects NMITE's hands-on, challenge led educational model.

Cross-Institutional Coordination



- Act as the institutional linchpin between academic delivery and support functions (Registry, Quality Assurance, Estates, Student Support, Operations), ensuring smooth integration and swift resolution of operational challenges.
- Work closely with colleagues leading the quality and new programme development functions and partnership strategies to ensure academic delivery supports innovation, new product development and partner engagement.

Student Experience and Outcomes

- Lead efforts to continuously enhance student academic experience, including retention, progression, satisfaction, and attainment.
- Champion academic excellence and pastoral care in equal measure to ensure that all students can thrive and succeed.

Quality and Accountability

- Liaise closely with the Academic Director to align operational practices with quality enhancement strategies and all accreditation and regulatory requirements.
- Monitor academic performance data, external examiner feedback, and student voice to ensure continuous improvement in delivery standards.

Team Management and Motivation

- Line manage academic delivery staff, holding individuals to account while fostering a culture of ownership, responsibility, and collaborative problem-solving.
- Invest in the development of academic colleagues, building confidence, capability, and resilience across delivery teams. Support academic staff to develop ambitious and rewarding careers.

Innovation and Continuous Improvement

- Instil a culture of reflective practice, evidence-based decision-making, and shared responsibility for delivery success.

Person Specification

Essential Qualifications & Experience

- Either a Ph.D. in an engineering discipline, ideally mechanical engineering, or demonstrable similar experience in independent thought and leadership.



- Professorial title or a profile commensurate with appointment at that grade.
- Demonstrable examples of leadership in academic operations and/or complex HE environments. These need not take the form of formal roles, but evidence of providing the sort of leadership outlined in the JD will be required.
- Ability to lead teams and drive performance in complex or resource-limited environments.
- Evidence of taking difficult decisions constructively, and inspiring team trust in their aftermath.

Desirable Experience

- Evidence of experience of working with, or developing, challenge-based or experiential learning models.
- Evidence of taking individual steps to improve academic efficiency, quality, and student outcomes.
- Familiarity with UK higher education regulatory frameworks and quality assurance processes.

Skills & Attributes

- Strong leadership presence: calm under pressure, decisive when required, credible and respectful among peers.
- Strong operational acumen: able to organise people and systems effectively and make best use of finite resources. High levels of personal organisation.
- Excellent interpersonal skills: empathetic listener and skilled communicator, able to foster shared purpose across diverse teams.
- Commitment to NMITE's mission and educational philosophy, with a focus on impact, inclusion, and transformation.