APPOINTMENT OF THE VICE-CHANCELLOR AND PRESIDENT
The University’s historic Heslington Hall, which dates back to 1568.
# CONTENTS

- Introduction by the Chair of Council 5
- University key numbers 6
- Welcome to the University of York 7
- Excellence in research 10
- Excellence in teaching 11
- Student life 13
- Our commitment to equality, diversity and inclusion 15
- Philanthropy 17
- The economic impact of the University 18
- Collaborative partnerships 19
- The city, the county and beyond 21
- Our new Vice-Chancellor – Role and Person specification 23
- How to apply 26
At graduation, student orators are invited to reflect on their time at York and give words of encouragement and inspiration to their fellow students.
The University of York is a world-leading institution and a member of the prestigious Russell Group, delivering excellent research and teaching, which is collaborative, interdisciplinary and innovative.

We pride ourselves on our strong community ethos. While we have grown in size, we have always sought to protect the legacy of a connected, cohesive and purposeful community working together to make a real difference in the world. Our founding principles of excellence, equality and opportunity for all infuse everything we do and believe in.

Our previous Vice-Chancellor, Professor Koen Lamberts, has left the University in a strong position. Though we face sectoral changes we are a resilient university with clear ambitions for our future. We are seeking a motivational, open and inspirational leader to help us forge a distinctive and sustainable position in a fiercely competitive global higher education marketplace.

We have seen new legislation, and the creation of a new regulator with a new mandate and different approach. Public scrutiny of universities has increased and we welcome that. Our future focus for the University of York must therefore include ensuring continued robust governance. But, most importantly, we need to demonstrate the clear and transformational value of a York education for students, amid rising concerns about student debt. We will do this by achieving excellence in all areas of our teaching, research, and knowledge exchange.

The delivery of our existing strategic plan is ahead of schedule and an immediate task for the new Vice-Chancellor will be to lead on the development of the next University Strategy. York is a relatively young university and we face many financial demands. Among these are maintaining and improving our campus, and investing in the student experience so that we can deliver outstanding results for our students and empower our staff to deliver extraordinary work. We are excited by our future, with ambitions to enhance our outstanding academic and pedagogical reputation, develop our international networks and collaborations, reinforce our academic and wider distinctiveness, make a quantum leap in how we manage and maintain our estate, and achieve greater financial sustainability.

We are seeking an individual who understands our past but most of all can create a strong and compelling vision for the future. Someone who believes in our founding principles, but is not afraid to challenge the status quo. A leader who can articulate, develop and deliver a strategy worthy of a world-class university. I am very pleased to lead the search for our new Vice-Chancellor.
UNIVERSITY
KEY NUMBERS

17,475
Total students (FTE)*

£367m
Total income*

119th
in the Times Higher Education World University Rankings (2019)

4,006
Total staff*

£71m
Total research income*

22nd
in The Times and Sunday Times university league table 2019

9th
in the Times Higher Education Europe Teaching Rankings (2018)*

94%
of our graduates find work or further study within six months of graduating (DLHE 2016-2017)

21st
overall in the Complete University Guide 2019

12th
in the Guardian University Guide 2019

12
Athena Swan awards

18%
increase in international recruitment during last four years*

*University of York Annual Report 2018
WELCOME TO THE UNIVERSITY OF YORK

A world-class university

We are a high-performing Russell Group university with an environment in which enquiring minds, inspiring lecturers and world-class researchers thrive. We want to provide students with experiences that will stay with them for the rest of their lives, and enable them to flourish both within and beyond their degrees.

Since our foundation in 1963, York’s focus on academic excellence has resulted in a strong reputation across the globe. In the Times Higher Education World University Rankings 2018 we were Top 50 in the world for Arts and Humanities and Top 100 for Social Sciences and Life Sciences.

Excellence in research

As one of the world’s top institutions for inspirational and life-changing research, we are passionate about making a difference. Through the seven interdisciplinary themes of our research strategy we align our academic strengths to best meet global scientific, social, cultural and environmental challenges.

Excellence in teaching

Our success is based on a belief in small group teaching underpinned by porous relationships between research and teaching, and enabled by strong partnerships with universities, business and alumni around the world. York students are taught by academics who are pioneers in their fields. They are challenged to think critically and creatively, and are encouraged to explore the application of their studies beyond their degrees and beyond their immediate discipline.

Succeeding in a global workplace

We want our students to achieve their very best. Our innovative employability programme, York Futures, co-designed and co-delivered with employers, is preparing students with the skills employers need for the graduate careers they want. Students are able to identify their strengths through the York Strengths programme, take charge of their futures and develop skills valued by employers.

Student engagement with our expanding portfolio of international opportunities Global You, which provides the chance to study, work and volunteer abroad, is now among the highest in the sector.

All of our co-curricular and extra-curricular initiatives are designed to enable our students to compete for graduate-level careers across all industries globally.

“YUSU and GSA put students at the heart of all their work. The incredible amount of opportunities available at York make the individual experience of students unique and special. Yet our students develop a shared sense of belonging stemming from the pride we share in being a part of a welcoming, diverse and exciting community here at York.”

Sehrish Shafi, Graduate Students’ Association (GSA) President and James Durcan, University of York Students’ Union (YUSU) President
Investing in a campus education

To support our research, teaching and student-life experience, over the past ten years we have implemented a continuous and strategic programme of infrastructure developments that have included expanding our campus, providing new student accommodation, world-class research facilities, superb spaces for knowledge exchange and commercial activity and state-of-the-art teaching buildings, as well as the complete transformation of our sporting provision including a swimming pool and the only outdoor velodrome in Yorkshire.

Student representation

We have a strong collaborative relationship with our two students’ unions, the University of York Students’ Union (YUSU), who represent all students in our academic community, and the Graduate Students Association (GSA), one of only a handful of dedicated postgraduate student unions in the country.

In the spirit of mutual respect, and with a shared vision to improve the lives and outcomes of our student body, representatives from both unions are active members of many official committees and working parties and the presidents of both unions sit at the heart of our governance structure with seats on Court, Council and Senate.

Collaborative work between student representatives and the University in recent years has enhanced venues and teaching buildings across the campus and led to the introduction of placement years. In addition, ongoing work relating to accommodation and mental health will have a significant impact on the student body.

The impact of our student unions*

- 81% of students believe YUSU puts them at the heart of what they do.
- 79% of students think YUSU supports students to take part in student opportunities that have long term value.
- 88% of students are proud to go to the University of York.
- In 2017/18, 818 students volunteered 10,169 hours of their time and raised over £57k through Raising and Giving (RAG).
- There are 211 societies, 10 student media groups, 67 university sports clubs and 151 college sports clubs.
- The GSA is one of the chosen advisers for the Office for Students on postgraduate issues.
- The GSA supports the development of its six dedicated postgraduate networks that are student-led, each with their own budget and responsibilities.

*The YUSU Impact Report and the GSA Annual Report

“By incorporating an assessment of each student’s strengths so early into their career, the University of York has provided a great service which will help develop and equip the workforce of the future.”

Jarrod Walsh, Senior Research Scientist, AstraZeneca
The York Robotics Laboratory, a joint venture between the Departments of Computer Science and Electronic Engineering, brings together a wide range of science and engineering expertise for teaching and research.
Our academics are leading projects of global importance that receive significant national and international funding. From influencing post-conflict reconstruction policies and shaping environmental policy to fighting crime through forensic speech science and developing new treatments for diseases, York research is making an impact around the world.

We are preparing to submit the most compelling evidence of continued impact and contribution for the next Research Excellence Framework (REF) assessment in 2021.


▪ The proportion of our research of world-leading 4* status was among the highest of any UK university.

▪ Rated tenth out of 122 higher education institutions for the impact of our research.

▪ Eight departments were ranked in the top five for their subject. Twelve were in the top ten for research impact.

Case studies

▪ The University has strong partnerships with businesses, governments and charities that are enhancing the knowledge economy on a local, national and international scale. Through the Assuring Autonomy International Programme, the Department of Computer Science is working with industry and the Lloyd’s Register Foundation to boost research, training and standards in the safety of robotics and autonomous systems for an increasingly automated world.

▪ We have launched BioYork, a new bioeconomy initiative bringing together the region’s researchers and industry colleagues, with a focus on meeting major 21st century challenges in pharmaceuticals, food sustainability and fuel production. The need for effective partnerships between the bioscience academic community and industries in the bioeconomy sector has never been greater, and in the north of England there are golden opportunities for researchers to interact with businesses at the cutting edge of the bioeconomy.

▪ The University of York is at the heart of an initiative to make the Yorkshire and Humber region a powerhouse in next generation film-making, gaming and creative digital content. Creative Media Labs: Innovation in Screen Storytelling in the Age of Interactivity and Immersion, is a new partnership led by the University of York, Screen Yorkshire and the British Film Institute (BFI).

▪ A collaborative project led by health economists from York is exploring ways of improving health and reducing health inequalities in Malawi, Uganda and southern and East Africa. The ‘Thanzi la Onse’ (Health of All) project will work closely with in-country policymakers to inform decisions on health care budgets and resource allocation, by generating high quality research and supporting the update and use of that research in policy. It will also enhance collaborations between UK and African researchers by addressing the challenges of decision making in health care in the face of heavily constrained resources.

“The across our three faculties of Sciences, Social Sciences and Arts and Humanities, research excellence is the principle driver in generating the highest quality outputs and addressing some of the major global issues of our time.”

Professor Deborah Smith, Pro-Vice-Chancellor for Research
EXCELLENCE IN TEACHING

York’s outstanding teaching, delivered through a rigorous pedagogical approach, ‘Learning by Design’, has been widely recognised and played a major factor in us achieving a Gold rating in the Teaching Excellence Framework (TEF) in 2018. We were also ranked top of the Russell Group for Academic Support in the NSS 2018.

We are extending our ability to engage a world-wide community of learners through our International Pathway College, our new online learning school and the delivery of MOOCs (Massive Open Online Courses).

▪ Our research-centred learning environment provides “outstanding levels of stretch” and “consistently outstanding outcomes for students from all backgrounds.” *

▪ Of the 22 Russell Group universities participating in the NSS, York ranked 1st for Assessment and Feedback, 1st for Academic Support, and 1st for Organisation and Management (2018).

▪ We are developing a digital strategy that will seek to place the University at the forefront of digital and curricular innovation in both the delivery of teaching and research, and is aligned with emerging global trends in technology and the future of work.

*Feedback from our TEF assessment
Roses, York’s annual sporting competition with Lancaster University, is the largest inter-university sports tournament in Europe.
Students at York are encouraged to get involved in a host of activities that will expand their horizons, develop their skills, help them make friends, and ensure they have the best possible experience at university. To us, the student life experience is as important as their academic achievements.

College life
York is one of only a few UK universities with a college system. Being a member of one of our nine colleges gives our students a sense of belonging to a small and distinct community. Each college has its own personality but they all share a common goal: to cultivate academic curiosity, develop personal skills and employability, and support health and wellbeing.

Postgraduate life
Being one of only three universities with a dedicated postgraduate union means that the University of York is also host to a diverse and lively postgraduate calendar featuring the UK’s largest postgraduate welcome week and a range of academic and social activities to cater to our diverse postgraduate population.

Student societies
The Students’ Union offers over 200 student-led societies catering for all tastes and interests. By joining a society our students meet like-minded people and make friends for life. All students are invited to take part in activities they have never tried before through the ‘Give it a go’ campaign. And whether students are novice performers or seasoned athletes, there is the opportunity to be involved in sport at all levels.

Student media
Our student media is particularly active and prides itself on being able to entertain, educate, inspire and encourage debate. Nouse, one of the student print publications, won the Student Publication Association ‘Best Design’ in 2018. We also have University Radio York (URY) and York Student Television (YSTV) for our budding broadcast journalists.

Sport and leisure
Our sporting opportunities are extensive and inclusive. Students can choose from over 60 clubs offering competitive sport through York Sport Union, or play against peers through college sports. Alternatively students can keep fit and healthy using the excellent sporting facilities across campus, including the Olympic-sized swimming pool at the York Sport Village.

Key annual sporting events include College Varsity between York and Durham University and Roses, the largest inter-university sports competition in Europe, between York and Lancaster University. From humble beginnings in 1965, Roses now sees hundreds of students competing each year in 50 sports across more than 100 fixtures. In 2019 the action will return to York.

“From Quidditch to coffee-making, York’s student-led societies offer something for everyone. Our recent Society of the Term was African Caribbean Society, which led a high-impact Black History Month campaign and offers its members local discounts. Other societies, including Law Society and Investment and Finance Society, are invaluable for student employability.”

Finn Judge, YUSU Activities Officer, 2018−19
Equality and diversity are key to our success as we seek to promote inclusion across our activities.
Our commitment to equality, diversity and inclusion

Founded on the principles of excellence, equality and opportunity for all, the University is proud to create an environment that attracts staff and students from all over the world. What we gain from diversity is immeasurable.

Our Equality, Diversity and Inclusion Strategy, which was developed in partnership with our staff and student communities, describes our commitment to create a culture where everyone can contribute to university life, knowledge and growth.

We want to create a working, learning, social and living environment that will enable all staff and students to achieve their full potential. Our strategy sets out ambitious set of objectives to succeed in our commitment, but we have a challenging journey ahead. We recognise that we are not truly representative of our communities locally, nationally and internationally. We would like to pay particular focus to gender parity across all levels, particularly in senior roles; the recruitment, retention and success of a more ethnically diverse staff and student community; an accessible and inclusive campus and ensuring that the values and behaviours we expect from everyone embrace inclusive responsibility and leadership.

Opportunity for all

Our outreach programmes and widening participation work have made us one of the most socially diverse universities among our peers. The York Students in Schools (YSiS) programme has been providing a helping hand in the city’s classrooms for 25 years, placing around 700 students with local schools every year. It recently introduced a new English and Mathematics tutoring scheme.

A report by The Reform Research Trust in September 2017 ranked York second out of 29 high-tariff institutions for our track record in increasing access for disadvantaged students from 2011/12 to 2015/16.

Wellbeing and support

Students are encouraged to balance their studies with activities and interests to give them a healthier and more rounded student experience. We have invested heavily in support of physical health with new and improved sports facilities, and in mental health through our Open Door counselling and crisis team which now opens in the evenings during term time. We have also developed a support network of staff trained in Mental Health First Aid. University staff have access to wellbeing help and support, and can access advice through our well@york site. We are about to launch a new health and wellbeing plan with actions informed by our latest staff survey.

“Neither my mum nor my dad went to university so my generation is the first to actually go. From Next Step York I gained a more in-depth experience of university life as well as mentoring from a current university student.”

Bilal, Widening Participation student

---

* Joining the elite: how top universities can enhance social mobility, Reform Research Trust, September 2017. ‘High-tariff’ is defined as English universities which are either a member of the Russell Group or have entry tariffs higher than the lowest in the Russell Group.
The creation of Greg’s Place, an outdoor community space at the heart of Campus West, was supported by our former Chancellor, Greg Dyke.
PHILANTHROPY

O ur generous community of donors, which includes charitable trusts, foundations, individuals, companies and legacy gifts, ensures we can attract the brightest minds and continue to excel at the forefront of world-class academic research and teaching.

- In 2017/18, 3,243 donors made a gift to the University. Each and every donation – whether given to assist a specific priority area, or simply in support of a personal passion – was of genuine benefit, creating life-changing opportunities for our students.

In the past year philanthropic support has funded 370 scholarships that create academic opportunities for those who would not otherwise have the chance to study at a university, undertake research, participate in international activities, or access wider university life opportunities.

“...philanthropic support has funded 370 scholarships that create academic opportunities for those who would otherwise not have the chance to study at a university, undertake research, participate in international activities, or access wider university life opportunities.”

One of our Laidlaw Scholars, who benefitted from a scholarship for overseas research
The Economic Impact of the University

We recently commissioned London Economics to conduct an independent evaluation of the impact of the University of York on students, staff, and the local, national and global community. The findings illustrate the social, cultural and economic contribution made by the University within the year 2016 to 2017 and measured a range of impacts and benefits to individuals and society. The report’s headline conclusion is that the University of York contributes a total economic impact of just over £1,820.5m.

Aggregate economic impact

£1,820.5m

Estimated total economic impact associated with the University of York’s activities in 2016-17 across the UK

£487.9m Impact of teaching and learning
£537.1m Impact of research
£93.1m Impact of exports
£702.2m Direct, indirect and induced impacts

Social and cultural impact

81% of former students say they have got a better job because of a University of York education

All estimates are presented in 2016-17 prices, discounted to reflect net present values, and rounded to the nearest £0.1m.
Source: All information has been provided by the London Economics analysis. Read the full independent evaluation at york.ac.uk/economic-impact
Forging collaborative partnerships

We have achieved our position as a world-class, international university committed to research excellence and teaching through working together with talented staff, students, alumni and partners. We work with leading academic institutions and employers internationally. We are a founding member of the Worldwide Universities Network, which comprises 23 research-intensive universities; we are aligned to over 1,000 universities through the Santander Universities Network; and we embed global companies in academic centres to help drive our research and our students’ learning experience.

There is a strong collaborative ethos in York and the University has worked hard to build robust working relationships with all York educational institutions, with City of York Council, Make It York (the city’s Destination Marketing Organisation), the local enterprise partnerships that represent our regional interests, business and industry, charitable and voluntary sectors and the arts and heritage sector, as well as excellent working relationships with associated umbrella networking organisations such as the Chamber of Commerce and Confederation of British Industry.

The City of York has recognised that the University’s research strengths have contributed enormously to York’s acknowledged sectoral strengths in the bioeconomy, digital and creative industries, agri-food, quantum communications and safety and assurance for autonomous systems. The city has reached a crucial milestone in its history with a planned major economic development at York Central – one of the largest brownfield development sites in the UK adjacent to York Railway Station, and the University is playing an active role in helping to conceptualise the potential uses for the site based on those sectoral strengths.

Case studies

- Our researchers are leading on the £5m THYME project to develop the bioeconomy across Yorkshire, the Humber and the Tees Valley. The project is a significant investment in the region’s economy which will create jobs and produce high-value products from renewable biological resources.
- The University of York, Screen Yorkshire and the British film Institute have secured creative cluster funding to support and grow screen industries in Yorkshire and Humber. The new partnership, supported by the Arts and Humanities Research Council (AHRC) will grow the screen economy in the region and boost its contribution to the UK’s creative sector.
- The Universities of York and Maastricht have agreed a major partnership in which they will establish joint research projects, teaching collaborations, knowledge exchange, student exchanges and sharing best practice among their staff.

“The Creative Industries Clusters Programme, led by the Arts and Humanities Research Council, and funded through the Industrial Strategy Challenge Fund, is an ambitious R&D investment which will establish Creative R&D Partnerships to significantly improve collaboration between the country’s internationally-renowned creative industries and UK universities.”
The Alexander Whitley Dance Company, Strange Stranger, performing in York Minster at York Mediale. The University is a partner in this new festival, which celebrates the city’s status as a UNESCO City of Media Arts.
People fall in love with York the moment they visit. The city of York is lively, beautiful and full of culture. It is regularly voted one of the best places to live and visit in the UK and was named the best place to live in the UK 2018 by The Sunday Times - the University’s extensive public engagement programmes were cited as one of the many contributing factors that led to this accolade.

York is a medieval walled city with a vibrant heritage that celebrates its Roman and Viking past. Towering over the city’s landscape is York Minster, the largest Gothic cathedral in Northern Europe, and an architectural anchorpoint. York is embracing contemporary culture through its status as UNESCO City of Media Arts, underpinned by a thriving digital and creative sector and a range of festivals. The city has three museums, countless places to eat and drink (that are regularly and positively reviewed in the national media), a strong independent retail experience, a vibrant nightlife, and one of the best racecourses in the country.

York is an ideal place to raise a family, with a great range of high-performing schools, both state and independent. We are also rated the safest city-based university in the UK (Complete University Guide – Top 10 Universities in England and Wales with Low Crime Levels 2017).

York is the perfect base from which to explore the stunning scenery of Yorkshire. We have two of the country’s most beautiful national parks right on our doorstep: the Yorkshire Dales and the North York Moors. Coastline towns such as Scarborough and historic Whitby are only slightly further away. Great rail and transport networks also connect you with other major cities in the UK. York is only a short train ride away from Leeds (20 minutes), Manchester (1.5 hours), London (2 hours) and Edinburgh (2.5 hours). We are also close to major road links including the M1 and M62.

“York is the most beautiful place I have ever lived in. I love the history that lies behind each famous site, from the Minster to the Shambles.”

Sharon (BSc Biomedical Science)
The iconic Central Hall is among a number of buildings and features on campus with Grade II listed status; much of our landscape is designated as a Registered Park and Garden, the status held by some of Britain’s finest estates.
The University of York is a world-leading institution and a member of the prestigious Russell Group, delivering excellent research and teaching, which is collaborative, interdisciplinary and innovative.

Our next Vice-Chancellor will lead a successful and ambitious institution during an era of change. Candidates will need to demonstrate their understanding of how a high-quality, UK-based university should operate and compete within a rapidly changing domestic context, and show insight and vision in respect of the global environment for top ranked international universities. They must have the capacity and personality to inspire, enthuse and motivate a committed and collegial workforce, student and alumni community. They will also need to actively engage the city, wider region, and our national and global network of partners in order to forge collaborative, mutually beneficial ventures that will enhance the University’s reputation, impact and achievements.

The ability to continue the process of defining, differentiating and shaping York as an institution, taking into account the external context and drawing upon its strongly integrated research and education platform will also be crucial. The Vice-Chancellor will be expected to develop a new University Strategic Plan that will be commissioned and approved by Council. Important choices will need to be made, including balancing risks and taking bold steps to drive change and development at York, and secure a vibrant and dynamic future.

The Vice-Chancellor is the chief executive and chief accountable officer of the University, responsible for providing academic and professional leadership. They will ensure that:

- the University of York is guided by a clear sense of mission and strategic direction which is well understood and is responsive to changes in the social, economic and political environment.
- the University strives for excellence in all areas, with particular focus on delivering:
  - world-leading research and knowledge transfer
  - outstanding teaching and learning
  - an exceptional student experience.
- all members of the University community genuinely feel part of a vibrant, confident, outward-facing academic endeavour and embrace the University’s values of excellence, equality and opportunity for all, fostering a strong culture of collegiality.

“The Vice-Chancellor will be expected to develop a new University Strategic Plan that will be commissioned and approved by Council.”

Key accountabilities
Organisational leadership
- Develop the University’s new strategic plan for approval by Council, and lead its subsequent implementation.
- Ensure that the University has a dynamic and forward-looking approach to academic development, including further strengthening teaching and learning and York’s position as a world-leading, research-intensive university.
- Work with senior officers of the University, the Treasurer, the Finance Committee and wider Council to ensure the long-term financial well-being and sustainability of the University.
OUR NEW VICE-CHANCELLOR
ROLE AND PERSON SPECIFICATION  continued

- Work with YUSU, GSA and staff groups to ensure the provision of an inspiring world-class student experience.
- Demonstrate a passion for the advancement of policy in the higher education sector.

People and culture
- Demonstrate and nurture the University’s principles and mission, and further facilitate an environment of ambition and boldness in decision-making.
- Lead and engage staff and students in continuing the evolution of the institution’s behaviours and processes so that it becomes a beacon of equality, diversity and inclusion.
- Prepare the institution for a period of innovation and development and guide staff and students through this.
- Inspire, motivate and support staff at all levels and encourage them to achieve their full potential in teaching, research and delivering excellent professional services.
- Promote health and wellbeing across the University’s campuses for all students and staff.

Strategic management
- Lead and inspire the senior leadership team in the effective delivery of the University’s strategic plan and the efficient management of resources.
- Translate the new strategic plan into appropriate, ambitious and realistic objectives and targets that can be successfully delivered.
- Lead the recruitment of the highest-quality academic and professional services staff.
- Ensure the University’s financial strategy and plans are fit for purpose and provide long-term financial security for the institution.
- Lead the estates strategy to ensure the University estate provides a high-quality environment for students and staff.
- Identify and acquire funding from non-public and philanthropic sources, and develop activities and relationships that identify and secure new income streams for the University.
- Ensure that the University is at the forefront of digital and curricular innovation in its delivery of teaching and research, aligned with emerging global trends in technology and its impact on the future of work.

Governance
- Develop and maintain an effective working relationship with the Chair of Council in order to work together in meeting the highest standards of corporate governance, and supporting Council as it fulfils its governing body and fiduciary duty.
- Ensure good governance, effective decision-making and appropriate scrutiny of the University’s day-to-day business.
- Chair the Senate to enable it to fulfil its responsibilities for regulating and directing the academic work of the University.
- Fulfil the responsibilities of the accountable officer and ensure compliance with the regulatory bodies, funding organisations and other interested parties.

External relations
- Influence and advocate on behalf of the University and its interests through active engagement with the sector, government, business and alumni.
- Maintain and enhance relationships with local, regional, national and international partners to deliver the University’s mission and strategic objectives.
- Establish York as a partner of choice for collaborative research programmes and large-scale initiatives, further extending the University’s engagement with industrial, public sector and university partners.
- Lead development activities, including fundraising campaigns and the reinforcement of the University’s reputation and scope, both in the UK and internationally.
Person specification

It is essential that candidates possess an unequivocal belief in the mission and principles of the University and bring the conviction to promote these with energy and assurance. These include:

- Equality of opportunity for all
- Unconditional commitment to excellence
- Global outlook with important local and national responsibilities
- Encouragement of creativity, independence, enterprise and initiative

Skills and abilities

Candidates should demonstrate experience in many of the following areas:

- An ability to build credibility, trust and respect with academic and professional colleagues, with our students and within the sector.
- An ability and commitment to deliver innovation and behavioural change in relation to diversity and inclusion.
- Personal resilience and the capacity to respond flexibly to new opportunities and challenges.
- A capacity to identify and implement innovative and creative solutions to complex problems and engender support.
- A collegial approach and the capacity to encourage effective team-working, the achievement of shared objectives and the ability to empower colleagues throughout the organisation.
- Adherence to the Nolan Principles of Public Life and the requirements of regulatory frameworks and codes, in leadership and personal actions.

Knowledge

Candidates should be able to evidence an understanding of:

- The UK higher education sector, including policies and funding mechanisms for teaching and research.
- The factors that influence exceptional teaching, learning and the delivery of a high-quality student experience.
- The development of an ambitious research strategy and how to achieve and sustain excellence in a research-intensive environment.
- The global nature of higher education and the mechanisms by which international reputation and success might be achieved.
- How to develop and sustain partnerships with institutions in the UK and abroad.
- The economic and societal contributions expected of leading universities and the mechanisms for achieving success in this area of work.
- Adherence to the Nolan Principles of Public Life and the requirements of regulatory frameworks and codes, in leadership and personal actions.

Experience

Candidates should demonstrate experience in many of the following areas:

- Developing and successfully implementing a vision and strategy for a large, complex organisation.
- A proven track record of outstanding leadership at a senior level, with significant involvement in the management of staff, finances and other resources.
- Demonstrable record of leading organisational change to ensure structures and systems are fit for purpose.
- Excellent ambassadorial, interpersonal and communication skills and a proven ability to engage with a variety of stakeholders, benefitting the external profile of a major organisation.
- Managing, or participating in, large estates development projects.
- Leading positive change in the profile of, and outcomes relating to, equality, diversity and inclusion.
- Demonstrable success in delivering widening access and participation initiatives that deliver benefit to student communities and the wider institution, or pursuing a social mobility agenda with positive impact.
- Experience of successfully working through collaborative partnerships and networks, locally, nationally and internationally and across sectors.
HOW TO APPLY

Perrett Laver, the appointed advisers of the University, are conducting an executive search exercise alongside the public advertisement for this role. Perrett Laver will support the Selection Committee in the discharge of its duties. Applications should consist of a full curriculum vitae detailing career and achievements, as well as a covering letter addressing the role description and person specifications.

Applications should be uploaded via https://candidates.perrettlaver.com/vacancies, quoting reference 3888.

The closing date for applications is Wednesday, 23 January 2019 at 9am GMT.

Protecting your personal data is of the utmost importance to Perrett Laver and we take this responsibility very seriously. Any information obtained by our trading divisions is held and processed in accordance with the relevant data protection legislation. The data you provide us with are securely stored on our computerised database and transferred to our clients for the purposes of presenting you as a candidate and/or considering your suitability for a role you have registered interest in.

As defined under the General Data Protection Regulation (GDPR) Perrett Laver is a Data Controller and a Data Processor, and our legal basis for processing your personal data is ‘Legitimate Interests’. You have the right to object to us processing your data in this way. For more information about this, your rights, and our approach to Data Protection and Privacy, please visit our website www.perrettlaver.com/information/privacy.

Please visit the following link to find more information about the use of personal information provided by candidates to the University of York: www.york.ac.uk/about/departments/support-and-admin/information-services/information-policy/index.