Pro-Vice-Chancellor for Teaching, Learning and Students

Closing Date: 25 March 2020
Interview Date: 27 April 2020
Ref: 8516
INTRODUCTION

The University of York is a world-leading institution and a member of the prestigious Russell Group. We are proud that our research and teaching have genuine parity of esteem. Our students learn in and benefit from a research-rich environment. Our aim is that they leave the University both with proficiency in their subjects but also equipped to make a wider contribution in society.

We pride ourselves on our sense of community and whilst we have grown in size, we have retained the legacy of a connected, cohesive and purposeful community working together to make a real difference in the world. Our founding commitment was to be a university for public good, and we reaffirm that commitment today.

The appointment of our new Pro-Vice-Chancellor for Teaching, Learning and Students is a critical, board level appointment for the University. As we embark on our new University Strategy, the PVC Teaching, Learning and Students will make a significant contribution to its creation and delivery. They will devise, lead and ensure implementation of a compelling, cohesive and ambitious strategy for Teaching and Learning at York which builds on the University’s new Strategic Vision statement.

We are seeking an individual who understands our past but perhaps more importantly, can contribute to our inspiring vision for our future. It is important that our senior leadership team not only embody our values but have high ambitions for the institution and can further contribute to its continued success as a world-class university.

We particularly welcome applications from female candidates, and candidates from minority ethnic backgrounds, who are under-represented at senior management level in the institution.

Professor Charlie Jeffery
Vice-Chancellor & President
Main purpose of the role

As Pro-Vice-Chancellor (PVC) for Teaching, Learning and Students you will provide leadership and strategic direction for teaching, learning and student experience and will be responsible for the:

- Development and delivery of an inspirational teaching and learning strategy that builds on the University's new strategic vision and equips our students to contribute to public good.
- Working with colleagues in Faculties, Departments and Professional Services, and with our Students Unions, to ensure our students have an outstanding experience within and beyond the classroom.
- Quality assurance and enhancement of an innovative, agile and inspiring curriculum.
- Leading the University’s response to TEF and other regulatory requirements.

Key responsibilities:

- Develop a compelling, cohesive and ambitious strategy for Teaching and Learning at the University which is aligned to the new University Strategic Vision. This will inter alia emphasise the deep inter-relationship of research and teaching, open up new interdisciplinary teaching collaborations, and ensure agile processes for the development and approval of new courses and programmes. It will review and build upon the York Pedagogy.
- Devise and implement plans to ensure that the strategy for Teaching and Learning is realised. Work closely with the Deans of Faculty, Associate Deans, the PVC for Research and key Professional Services departments to ensure its success.

- Ensure the University has a strong portfolio of academic programmes - both on campus and online - and that students have high quality learning and teaching experiences within and beyond the formal curriculum, which in turn support the reputation and revenues of the University.
- Work closely with the Deputy Vice Chancellor and Provost to build strategic partnerships internationally which deliver high quality joint programmes and opportunities for student mobility.
- Ensure, in coordination with the PVC Partnerships and Engagement, that the University has an ambitious strategy for the recruitment, support, development and progression beyond the University of students from under-represented backgrounds.
- Ensure that academic staff are supported in developing pedagogical innovation, such as in online education, problem-based learning, research-informed teaching, foundational study, and collaborative co-design with external stakeholders.
- Develop communities of practice across the University in order to help promote the implementation of strategies, promote good practice and stimulate innovation, recognise and reward achievement.
- Ensure learning and teaching is appropriately recognised in academic career development and recognition and reward processes at all academic grades so that we attract and retain outstanding teaching staff to the University.
- Chair committees and working groups in the fields of learning, teaching and student experience to ensure their effective development. These will include the University Teaching Committee and Information Strategy Group.
- Work closely with Chairs of Boards of Studies, the Academic Support Office, the Learning and Teaching Forum, and the YUSU and GSA academic representatives to enhance teaching and learning at York.
- Ensure successful outcomes in student experience surveys of undergraduate and postgraduate students and in responding to external requirements such as the Teaching Excellence Framework and access and participation planning.
JOB DESCRIPTION

As a member of the Board

- To play a full role in shaping the overall strategic direction of the University and implementing the policies and strategies agreed by Council, University Executive Board and where appropriate, the Senate.

- Develop and maintain external relationships that support and enhance the implementation of the new University Strategy.

- Contribute to the strategic and corporate leadership of the University through the University Executive Board and the Vice-Chancellor’s Advisory Group.

- Contribute to collective decisions on the University Executive Board about the use of resources to further the development of the University.

- Lead on specific University-wide projects as requested by the Vice-Chancellor and President.

- Support our institutional commitment to equality, diversity and inclusion.

- Translate the University Strategy into measurable goals and targets for thematic areas of responsibility.

- Engage with staff across the University in order to support the implementation of the University Strategy, promote good practice and stimulate innovation.

- Monitor the achievements of the specific targets and objectives as above.

Further details

The Pro-Vice-Chancellor (PVC) for Teaching, Learning and Students is a full-time role for a period of four years (for internal candidates, reverting back to the substantive academic role, for external candidates moving to a substantive academic role). The post-holder reports to the Vice-Chancellor and President (as line manager). The post-holder will be encouraged to maintain activity in research and/or teaching during their tenure, to a maximum commitment of 0.2FTE.
## PERSON SPECIFICATION

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<th>Essential / Desirable</th>
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<td>Strong academic track record as evidenced by previous achievements, including a significant track record in research and evidence of sustained achievement and leadership in teaching and learning</td>
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<td>Evidence of significant senior management experience and demonstrable success in research and evidence of an ability to develop collaborations with key partners both within higher education and external sectors</td>
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<td>An enterprising and innovative approach to learning and teaching</td>
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<td>Evidence of leading policy developments and turning plans into action</td>
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<td>An experienced senior leader with the ability to act as a champion in relation to both the University Strategy and own area</td>
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<td>Strategic insight as demonstrated by engagement in cross-institutional leadership and strategy setting and implementation</td>
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<td>A comprehensive understanding of current and future developments in the sector and the key drivers behind them</td>
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<td>Experience in academic portfolio review, management planning and budget setting</td>
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<td>Experienced line manager with the ability to influence and inspire staff and drive a culture of commitment, innovation and engagement that leads to the delivery of successful outcomes</td>
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<td>Excellent communication skills</td>
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<td>Extensive understanding of the changing landscape of the delivery of teaching within a University context and innovative developments with the sector</td>
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<td>A comprehensive understanding of current and future developments in the sector and the key drivers behind them</td>
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<td>A dynamic leadership style with the ability to inspire, motivate and challenge colleagues with evidence of developing and applying original ideas and creating approaches successfully</td>
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<td>A commitment to equality, diversity and inclusion for students and staff with demonstrable experience progressing this agenda</td>
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Following the successful implementation of the York Pedagogy led by Prof John Robinson, the Teaching Strategy 2015 - 2020 has now drawn to a conclusion. Supported by the principles of the new University Strategy, the appointed PVC Teaching, Learning and Students will take overall responsibility for designing and delivering the next phase of our teaching and learning strategy.

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.

Our teaching is 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).
- Students of all academic disciplines can take a placement year and our Internship Bureau annually places over 100 students (58% of whom are from WP backgrounds) on project-based work experience with local and regional organisations.
- In addition, over 2000 students volunteer 66,000 hours to help others in and around the City of York, either independently or through curriculum linked activities.

*Feedback from our TEF assessment
It is important that our new strategy is informed by principles. One place to start is with the principles which underpinned the foundation of the University - they seem as relevant today as they did in 1963:

- civic roots
- public good
- widening access
- inclusive community
- parity of research and teaching
- working across disciplines
- internationalism.

Given the complexity of the world around us we will also consider if we also need to adopt some additional principles such as sustainability and curiosity, underpinned by an ethos of collaboration and co-production with students and other stakeholder partners.

**Curiosity**
Fundamental to what we do is the search for, and transmission of, new knowledge at the highest levels of excellence. We must provide an environment where our research capacity is matched to ambitious projects. Our courses must nurture curiosity in our students, giving them the tools to question, investigate, challenge and explore. We must find the best ways to be and act as a university. It is crucial that curiosity is not driven out by the challenges that we face.

**Sustainability**
If we are to make effective progress towards carbon neutrality, sustainability must underpin and drive all our activities. This impacts particularly on the size and nature of the Campus: how we build and what we build. We must also emphasise sustainability through our research, teaching and partnerships. We must integrate a sustainable approach to community interactions and internationalisation.

**Civic role**
In order to fully demonstrate the value of our institution we need to become leaders in our locality and region. We need to play a key role in the economic, social and cultural development of our region and to co-curate solutions with our local and regional communities that can deliver inclusive and sustainable growth.

**Partnerships**
The University is not a set of buildings in a single place but the centre of a network of local, national and international relationships. We need to develop our mission through a range of institutions at local, regional and international level. We must think about how we build relationships through other education partners in the region to generate a more integrated sense of education and more variegated educational routes. We need to work with students and other stakeholders on co-design of teaching and research and think of the University as an open, not closed, community.
STRATEGY 2030 - OUR VISION FOR YORK

Interdisciplinarity
Whilst recognising the continued importance of disciplines we need to think about how we build on our reputation for interdisciplinary work in order to enhance our research and teaching. Interdisciplinarity should be at the core of what we do. Research and teaching needs an interdisciplinary approach to tackle global problems and to prepare students for an increasingly complex world. How can we ensure our ability to work creatively across disciplinary boundaries?

Integrated student experience
We will develop an integrated and holistic student experience that recognises that students wish to access higher education in a variety of ways. We need to expand the development of more innovative and flexible programmes that use technology to teach differently and to allow students to access HE through a range of routes and over a lifetime. We should think about the degree as a broader set of outcomes that include elements of sustainability, internationalism and employability. We should look at ways these can be integrated into the curriculum by developing elements that add value to everyone’s educational outcomes.

Developing people
We must develop all staff and students, whatever their roles and backgrounds, to their full potential. We must revisit and renew our commitment to inclusion so that it meets today’s social challenges. We must ensure that the University creates new opportunities for fulfilling ways of working and fair working conditions that enrich the lives of all those involved in our community.

Internationalism
Staff and students from York should be citizens of the world. Research and teaching need to be integrated into mutually beneficial international partnerships. We need to ensure that students receive an international education and that we develop new ways of delivering an international education that is compatible with our sustainability goals and is co-curated with international partners in a spirit of reciprocity and mutual respect.

Agility
We need to ensure that the way we organise ourselves fosters and enhances innovation and new ways of thinking so that we can respond effectively and rapidly to new intellectual challenges, the changing global market, and the demands and interests of students, funding bodies and wider society.

An interim version of the University’s Strategic Vision, which will be finalised by summer 2020, is available here. https://features.york.ac.uk/vision-for-york/
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 an 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 site. We have launched a new health and wellbeing plan with actions informed by our latest staff survey.
Founded on principles of excellence, equality and opportunity for all, the University of York opened in 1963 with just 230 students. In 2020 it is the home of more than 18,000 students across more than 30 academic departments and research centres. Since opening over fifty years ago, we have become one of the world’s leading universities and a member of the prestigious Russell Group.

We are consistently recognised as one of the leading Higher Education Institutes and one of just six post-war universities to have appeared in the world top 100. We were rated 22nd in the 2019 Times & Sunday Times league table. The University of York has won six Times Higher Education (THE) Awards and five Queen’s Anniversary Prizes.

The University is proud of its association with Athena SWAN, holding multiple awards in support of gender equality, representation and success for all, with gold awards for Chemistry and Biology and a University-wide bronze award.

Of 154 universities that took part in the Research Excellence Framework (REF) in 2014, The University of York ranked 14th overall and 10th for the impact of our research. The University is consistently in the top ten UK research universities and attracts over £60m a year of funding from research alone.

Our vision is to make the University of York a world leader in the creation of knowledge through fundamental and applied research, the sharing of knowledge by teaching students from varied backgrounds and the application of knowledge for the health, prosperity and well-being of people and society.
Attractive workplace

Centred around the picturesque village of Heslington on the edge of the city of York, our colleges are set in an attractive landscaped campus. York enjoys a safe, friendly atmosphere with facilities including bars, shops, theatres and concert halls all within easy walking distance.

The University has undergone an unprecedented period of expansion and renewal since 2000. We have invested in twenty new buildings on the original campus and have completed the first and second phases of a £750m campus expansion. Our investment in new colleges, teaching and learning spaces, laboratories, research facilities and a new sports village mean there has never been a better time to join us.

During this period of change we’ve worked hard to retain our friendly, informal and collegiate atmosphere, which is important to our core values of inclusivity and interdisciplinarity.

We have a thriving international community and are committed to providing staff moving to York with as much support as possible through our Relocation Package and Welcome Officers.

The University is committed to promoting a diverse and inclusive community - a place where we can all be ourselves and succeed on merit. We offer a range of family friendly, inclusive employment policies, flexible working arrangements, staff engagement forums, campus facilities and services to support staff from different backgrounds.

For further information please visit our employee benefit pages
THE CITY AND THE REGION

The City of York

Internationally acclaimed for its rich heritage and historic architecture, York's bustling streets are filled with visitors from all over the world. Within its medieval walls you will find the iconic gothic Minster, Clifford's Tower and the Shambles - just a few of the many attractions.

But York isn't just a great place to visit - it's also a great place to live and work. While nourishing a vibrant cosmopolitan atmosphere, York still maintains the friendly sense of community unique to a small city.

Visit www.visityork.org for more information on the city of York

Shopping, culture and entertainment

York boasts specialist and unique boutiques but also all the high street stores on its busy shopping streets. Alongside them you will find cinemas, theatres, an opera house, art galleries, a vast range of restaurants, live music venues and clubs. York is particularly renowned for its multitude of pubs and bars, from the modern to the medieval.

Housing and schools

Whether you choose to live close to the city, in one of the surrounding villages or further afield, you will find a wide range of housing within comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector.

Great location

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and it is easily accessible from the A1, M1 and the M62.

For those travelling from overseas, Manchester Airport is two hours away and Heathrow Airport just three and a half. Flights from nearby Leeds Bradford Airport provide easy access to mainland Europe. By Eurostar from London St Pancras, Paris is just over six hours away.

Yorkshire

The Lonely Planet guide recently declared Yorkshire the third best region in the world to visit. There is something to cater to every taste, whether it be the rugged landscapes of the Moors or the Dales, the picturesque seaside towns of Scarborough and Robin Hoods Bay, the gothic architecture of Whitby or the vibrancy of cosmopolitan Leeds.
Apply online

- Go to https://jobs.york.ac.uk
- Find this job using reference 8516
- Complete the online application form

You will need to submit your completed application by midnight (local UK time) on 25 March 2020

What will I need?

- Your CV
- A cover letter outlining your motivation for application and how you meet the criteria for the role

You will also need details of 2 referees.

Help and assistance

Direct any informal queries to Paul Ellison (HR Recruitment Adviser) paul.ellison@york.ac.uk

If you have any questions about your application, contact the HR Services team:

recruitment@york.ac.uk
+44 (0)1904 324835