DEPUTY VICE-CHANCELLOR AND PROVOST

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INTRODUCTION

The University of York exists for public good. This sentence - the first in our University Strategy signals that we combine academic excellence with social purpose. We are a world-leading institution and a member of the prestigious Russell Group, bringing excellent research and teaching together with powerful engagement with the communities around us. We take the commitment of our founding generation seriously: we want our research and the skills our graduates take with them to improve human life and conditions. We care about widening access to the University more than almost anything else. And we pride ourselves on our sense of community that binds us around these shared purposes. These purposes form the basis of our University Strategy and everything we do.

We will deliver our new strategy through four overarching aims, centred on: curiosity-driven and action-oriented research; education that empowers; local commitment on a global scale; and a community without limits. Underpinning these aims are a set of principles which act as our moral compass: collaboration across disciplines; internationalism; equality, diversity and inclusion; and environmental sustainability. The appointment of our new Deputy Vice-Chancellor (DVC) and Provost will be central to the delivery of this institutional vision.

We are seeking an individual who understands our past but more importantly, can contribute to the delivery of our vision for the future. It is important that our senior leadership team not only embodies our values but has the ambition to strive for excellence and contribute to its continued success as a world-class university.

We are keen to ensure our leadership reflects the society around us and encourage applications from candidates from minority ethnic backgrounds, who are under-represented at senior leadership level in the institution.

Charlie Jeffery
Vice-Chancellor and President
JOB DESCRIPTION

Main purpose of the role

Reporting to the Vice-Chancellor and President and working closely with members of the University Executive Board (UEB), the Deputy Vice-Chancellor and Provost will lead on delivering our strategy, and in ensuring our resources are allocated to that end. The role will require a collaborative approach with academic and professional services colleagues within and beyond our senior leadership team.

Key details

- **Hours of work:** 37 Hours per week (flexibility available)
- **Contract type:** Open
- **Salary:** Competitive salary

Key Responsibilities

- Bringing a strong academic reputation and credibility to the leadership of strategy and planning processes at the University of York
- Leading the delivery of the University Strategy, working closely with the Pro Vice-Chancellors and the Chief Operating Officer as the owners of the University’s Strategic aims, and with the Deans in aligning Faculty strategies to those aims
- Leading on university-wide medium-term resource allocation and planning, working closely with the Faculty Deans and Chief Operating Officer as the University’s four budgetholders
- Leading the annual planning cycle that produces our rolling medium term plan, the Five Year Forecast, working closely with the Director of Finance and Director of Planning and Risk
- Strategic oversight of the delivery of the university’s physical and digital infrastructure plans through the coordination of delivery of major programmes and associated financial performance
- Strategic oversight of the career development and remuneration framework for academic staffing to ensure the university is an employer of choice for outstanding academic staff
- Being an active role model for excellent and inclusive leadership and on-the-ground engagement with senior leaders and colleagues across the university
- Deputising for the Vice Chancellor and President as required
PERSON SPECIFICATION

Qualifications and experience:

• Degree and professional qualification, or equivalent experience
• Extensive experience operating at an executive leadership level
• Extensive experience of strategic planning and resource allocation
• Academic credibility as evidenced by a professorial status and a distinguished record of teaching, scholarship and research outputs alongside a commitment to academic excellence
• Experience of a senior academic leadership within an academic setting e.g. Pro-Vice-Chancellor, Dean/Head of School

Knowledge - demonstrates an understanding of:

• The strategic direction, activities and objectives of the University (including an awareness at both national and international levels)
• Financial management procedures
• In depth understanding of developing national and international trends in Higher Education and the impact this has on the sector and institutional priorities
• An understanding of the opportunities and challenges of creating a ‘digital campus’ and the relationship between the physical/digital infrastructure

Skills - demonstrates the ability to:

• Lead people - providing motivation, inspiration, direction and breadth of vision
• Oversee a number of organisational-level strategic projects, with long-term impact
• Communicate to influence and engage others, including senior leaders
• Conduct systematic horizon scanning, to anticipate and understand the impact of changes in the economic, social, governmental and technological environment
• Proven influencing skills and the ability to represent the University’s interests at a regional, national and international level
• Ability to influence and engage with colleagues at all levels across the institution through a visible and accessible presence on campus

Behaviours:

• Works collaboratively with others
• Develops self and others
• Actively champions respect, inclusivity, equality and diversity
• Identifies and implements continuous improvement

Candidates will be expected to evidence how they meet the above essential criteria.
Students celebrating graduation outside Heslington Hall.
STRATEGY

In October 2021 the University Council approved the strategic aims and principles for our new strategy, ‘Vision for York’. Everything that we strive to achieve in this strategy is underpinned by an abiding commitment: the University of York exists for the public good.

Our strategy for the University of York sets out our aims, expressing where we want to be in 2030 and the principles that guide our actions.

STRATEGIC AIMS

Curiosity-driven and action-oriented research
We embrace the complexity and uncertainty that arises in an increasingly interconnected, rapidly changing world. By investing in people and systems to advance curiosity-driven research and its action-oriented applications, we are at the forefront of providing the evidence base and practice that are required for communities to flourish both at home and abroad.

Education that empowers
We transform the whole student experience to create high-quality, flexible, inclusive and accessible lifelong learning journeys. The University of York nurtures and fulfils ambitions and prepares students for an ever-evolving world. We design innovative pedagogies and curricula underpinned by technology, widen access locally and globally, and eradicate achievement gaps.

Community without limits
Our diverse community, which reflects both wider UK society and our principle of internationalism, fosters a sense of belonging and operates at the highest academic and ethical standards.

By establishing an inclusive environment, removing barriers to progression for our staff and students, and creating physical, virtual and cultural spaces that facilitate rich exchanges, we transform perceptions and enable a culture of possibilities where new knowledge is generated and everyone can thrive.

GUIDING PRINCIPLES

Inclusion
Freedom of enquiry and expression are central to intellectual advancement and to social and economic development. Upholding them is essential to ensure that every single member of our communities – whatever their heritage, creed or orientation – is treated with the respect we expect for ourselves, is afforded the same opportunities, and feels at ease with being in our midst.

Environmental sustainability
Improving environmental conditions is a prerequisite for societies and economies to flourish and for people to live healthy and fulfilled lives. It is also a powerful driver for research, education and partnerships, because the complexity of the challenge requires distinctly new knowledge, fundamentally new ways of generating it, and radically new ways of acting on it.

Collaboration
Through the partnerships we create in research, education and engagement, we put to rest the assumption that competition lies at the heart of progress in the teaching and research arena. Instead, it will be the collaboration across different disciplines, by people from different backgrounds and with different expertise and experiences, from York and around the world, that will bring in a new era of prosperity and health.

Internationalism
We embrace global awareness and responsibility in all that we do. We seek partners with complementary skill sets, ambitions and networks, so that together we can address pressing and emerging environmental, social and economic challenges efficiently and effectively, wherever we are.

ORGANISATION

How we best organise ourselves to pursue our goals, with a focus particularly on academic departments, is a fundamental part of our development over the next few years. A key aspect of the new strategy is organisational agility and therefore a ‘programme for change’ has been established, which includes:

• introduction of new teaching programme and semester structures from 2023

• decentralisation of financial planning to Faculties

• establishment of new Schools that combine the strengths of different departments to open up new opportunities in research and teaching
Students exploring the new Anne Lister College on Campus East.
THE UNIVERSITY

The University of York exists for public good. Founded in 1963 with just 263 students, York has become an intellectual powerhouse where research, teaching, student and global alumni engagement are anchored by the highest academic standards and a community of shared purpose. We are committed to demonstrating the transformative power of education and research, to make a difference in the world around us. Our exciting vision for York makes clear our determination that our research, our teaching, and our purposeful partnerships and engagement should all make a positive contribution to the city, region and beyond.

Our vision
Our vision is a result of the many conversations we have had with our staff and students - one of the largest consultations ever held in our community. That resulted in a bold and ambitious Strategy, characterised by a desire to build on York’s interdisciplinary strengths, a sense of shared purpose, and which recognises the need for interdependent actions to navigate the complex world we live in.

Being an international, research-led university relies on equality in participation, progression and success for all. We are creating a working, learning, social and living environment that enables all our staff and students to achieve their potential, while they experience and celebrate diverse cultures, knowledge and identities.

Academic excellence
The University’s academic endeavour is shaped around our three faculties - Arts & Humanities, Social Sciences and Science - and more than 30 academic departments and research centres. The equal emphasis we place on the importance of teaching and learning, and world-leading research, is reflected in our Teaching Excellence Framework (TEF) Gold and our recent Research Excellence Framework (REF) results, which positioned us as 10th in the UK in the 2022 Times Higher Education REF rankings. Our REF performance is particularly pleasing because it demonstrates a breadth and depth of academic excellence across the whole institution. The REF outcome overall places York as only one of two Northern UK universities ranked in the top 10. We are also consistently in the top ten UK research universities, attracting over £80m a year of funding from research alone.

In 2022, we have also been ranked well inside the top 150 universities in the Times Higher Education world rankings (the fastest rise for a UK university) and in the top 20 in the Times & Sunday Times Good University Guide.

Our commitment to equality, diversity and quality is also reflected in our five Queen’s Anniversary Prizes, our long 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.

At the heart of the region
The University is deeply embedded in the local community of York & North Yorkshire. Our values and commitment to the public good have never been more important. We are a hub for sharing knowledge, inspiring collaboration and enriching lives. We were shortlisted for Times and Sunday Times Good University Guide 2022, and the Times Higher Education’s University of the Year Award 2021 in recognition of the University’s response to the Covid pandemic: The Year We Came Together - Our Covid-19 response.

Our discovery research spans areas from mental health, fusion clean energy and safety assurance for autonomous systems, through to digital and creative technologies, environmental sustainability and much more. These are the sectoral strengths through which we engage new partners, including business and industry, and social, charitable and voluntary groups, and which underpin the region’s future inward investment opportunities.

We have actively helped to shape and deliver a devolution deal for York & North Yorkshire, which includes a significant ambition to deliver net carbon negativity for the region through the BioYorkshire, a public-private partnership designed to transform the UK’s bioeconomy. Playing a leading role in helping the City of York develop its 10 year economic strategy, we have recently amplified our support for entrepreneurship through a new innovation hub, Enterprise Works - including brokering the development of the City’s first Barclays Eagle Labs - all of which is located in the newly refurbished Guildhall in the centre of the City as a focus of our activities to support and drive start-ups and job creation.

We are active partners in helping to shape a vision for York Central - one of the largest brownfield sites in the UK and equivalent to the size of Kings Cross - that will create new knowledge based businesses aligned to key sectoral research strengths, enhance inward investment opportunities and help more of our graduates stay in the city and region.

The York Festival of Ideas is led and delivered by the University in collaboration with more than 100 programme partners, including many in the City, and every year delivers more than 200 free events to thousands of people who typically do not engage with universities as a means of building public trust and understanding of the integral contribution of universities to society.

Our Campus
Centred around the picturesque village of Heslington on the edge of the City of York, our University Colleges are set in an attractive landscaped campus that enjoy protected status. 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.
The development of a new Integrated Infrastructure Plan is a vision for harnessing capital and digital capacity and investments, to ensure that the ongoing development of our campus is fit for the 21st century. This plan will support the ambitions set out in our University Vision and will deliver against our Environmental Sustainability Plan.

**Sustainability**

At the University of York, we are continuing to develop our initial pathways to net zero, so that we can meet our commitment of achieving net zero carbon emissions on campus by 2030. Our goal is to embed sustainability into our core functions of teaching and research, whilst setting ambitious goals for carbon neutrality, partnerships, reduced consumption and for improved health and wellbeing.

The University is home to a vibrant and inter-disciplinary community of principal investigators spanning discovery science to legislative action in the field of sustainability. Much of this research endeavour is coordinated through the York Environmental Sustainability Institute. We have recently launched a new Environmental Sustainability Academy at York (ESAY), which works to identify new opportunities between research and the development of new teaching programmes, to equip our students to be green leaders of the future and with the skills needed to drive global sustainability goals.

At a regional level the University has also played a pivotal role in shaping the devolution deal for York and North Yorkshire. Key to this deal is an ambition to make this region the first carbon zero negative in the UK. Central to this aim is the BioYorkshire strategic initiative - a York and North Yorkshire based cluster anchored by a partnership comprising the University, Fera Science Ltd and Askham Bryan College that is accelerating the translation and application of research discoveries into full scale biotechnology applications. Using the region’s world-class science base, we are delivering profitable bio-based production of chemicals, materials and fuels. We are also supporting the transition to net-zero food production, farming and wider land use practices through an ambitious programme of reskilling and green inward investment opportunities.

**Opportunity for all**

Our founders endowed the University with a strong social purpose, drawing on a rich tradition of social justice and combating inequality in a way that is distinctive to the City of York. As part of Higher York, we work comprehensively and intensively with our local education providers to support opening up access to those who had previously not had the opportunity, as well as developing a skills strategy to enhance productivity, inclusivity and innovation.

We are partners with INTO University and have already opened a new joint centre in Marfleet in Hull (an area of extremely low participation in education and progression to University), and are well on the way to creating two new centres, in Grimsby and in York.

**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 are developing an all-encompassing internationalisation strategy, which seeks to build on existing partnerships and develop new relationships with academic institutions in key priority markets and/or which align with our values and focus on delivering public benefit.

We are founding members of the Worldwide Universities Network, working across multiple global research teams in areas spanning air pollution, mental health, crop technologies and plant science, food systems and security, climate change, inequality, human rights, technological innovation, literature and heritage, performance and production and so much more.

We are now coalescing our international ambitions around diversifying our student population, strengthening our global research collaborations, and engaging and supporting our global alumni community with a major investment in philanthropy and alumni partnerships.

We have developed important strategic alliances with Maastricht University and CITY College Thessaloniki, and we are honoured to have twinned with Kharkiv Karazin University to offer as much support as we can as the war in Ukraine continues.

We also see exciting opportunities within our own community here in York, to develop and co-create partnerships that support our community engagement, environmental sustainability and widening participation goals, as well as maintaining and fostering our partnerships with our Student’s Unions to drive our ambitions around attainment and success.
The inclusive crossing, outside the Spring Lane Building on Campus West.
OUR COMMITMENT TO EQUALITY, DIVERSITY AND INCLUSION

Our vision
The University of York emerged from a campaign in this city in the 1940s and 1950s which foresaw a university whose work would ‘contribute to the amelioration of human life and conditions.’ Our commitment to Equality, Diversity and Inclusion is more important than ever and that’s why Equality, Diversity, and Inclusion is at the heart of the University’s 2030 Strategy and is exemplified in our values, shared sense of purpose enquiring minds, to make equality, diversity, and inclusion everyone’s business.

Our Commitments
As a University that exists for Public Good, through purposeful action we are committed to equality of opportunity. Engendering inclusivity, and nurturing an environment where our students and staff can study, work, and live in a community which fosters a sense of belonging, is reflective of our values, and demonstrates a measurable difference to driving forward an innovative agenda for change which tackles:

• Barriers to progression for our staff and students
• Gender, disability, and ethnicity pay gaps
• Continuation, progression, and eliminates awarding gaps across the diversity of our student cohorts at any stage in the student lifecycle
• Diversifying our staff and student community through our transformational initiatives and leadership
• Create a working, learning, social and living environment that will enable all staff and students to achieve their full potential

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 an inclusive environment where everyone can make a positive contribution to university life, the city region and beyond. 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.

Our Actions
Our strategy sets out an ambitious set of objectives to succeed in our commitment. We are looking to appoint a Deputy Vice-Chancellor and Provost who shares our vision, purpose, and a genuine commitment to inclusive excellence in research, education, and partnerships as embedded values in everything we do. At the University of York, Equality, diversity, and Inclusion is critical by design, delivering on its extraordinary founding principles for the advancement of equity, diversity, and inclusion for all.

https://www.york.ac.uk/about/equality/
The famous Rose Window at York Minster.
At the heart of the region
People fall in love with York the moment they visit. 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.

https://www.visityork.org/

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 15 Universities in England and Wales with Low Crime Levels 2022).

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 a comfortable distance of York and the University. For families, the area has a range of excellent schools both in the state and independent sector. York ranks fifth in the country for top secondary schools, with three quarters of the city’s secondary schools receiving the top ranking of ‘outstanding’ by Ofsted.

Great location
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.

Yorkshire
The Lonely Planet guide 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.
Postgraduate student experiment in the School of Physics, Engineering and Technology laser laboratory.
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 the reference 6169

The closing date for applications is: 14th November 2023 (at noon GMT).

Interview will take place in York on 16th January 2023.

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

https://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:

https://www.york.ac.uk/about/departments/support-and-admin/information-services/information-policy/index