Vice-Principal & Pro Vice-Chancellor (Global Engagement)

// Appointment details
// Overview of UWS 2016

June 2016
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Job Title: Vice-Principal & Pro Vice-Chancellor (Global Engagement)

Reporting to: Principal and Vice-Chancellor

Job Summary:
As a key member of the Vice-Chancellor’s Executive Group, the Vice-Principal carries executive corporate responsibilities for the success of the University and specific executive responsibilities for internationalisation of the University’s activities and reputation.

Dimensions:

**Staffing:** Overall responsibility for staff within the International Centre and close liaison with Assistant Deans (International), as agreed with the Principal.

The total International Centre staffing is 16 FTEs.

**Financial:** Directly accountable for the International Centre’s core budget and responsible for the achievement of financial targets across areas of responsibility. The total staffing and operational budgets for the Centre are circa £2m.

Key Result Areas:

**Corporate Responsibilities**

1. Participate in and accept shared executive responsibility for the corporate leadership, management and development of the University.

2. Represent the University as appropriate by chairing or serving on internal and external committees, working and advisory groups as required by the Principal and Vice-Chancellor. This will include the International Advisory Committee and the London Campus Leadership Group.

3. Foster cross-university cooperation in the development of the University’s corporate strategy including the University Truths, and in the effective utilisation of University resources.

4. Encourage and promote the generation of external income, especially in areas related to internationalisation including our London Campus and RUK recruitment.

5. Support the further development of the University and respond to the needs of a diverse student body, external funders and stakeholders.

6. Promote and implement the University’s policies on equality and diversity.

7. Maintain and develop external links with a range of local, regional, national and international academic institutions and other organisations for a range of purposes.

8. Champion models of delivery and behaviour to encourage enhancement of the quality of all academic programmes and development of research and enterprise services.

9. Represent and deputise for the Principal and Vice-Chancellor as required.

10. Undertake such other responsibilities and duties as the Principal and Vice-Chancellor and/or Court may determine from time to time.
Common across all areas of responsibility and accountability

To manage and be accountable for the human, physical and financial resources with a significant emphasis on succession and workforce planning, and managing, motivating and developing staff.

International

1. Lead the development and delivery of the University’s Global Reach Plan with regard to Europe and internationalisation.
2. Lead the development of organisational approaches that encourage global citizenship across the University’s students and staff.
3. Establish governance arrangements that secure appropriate control and protections for engaging in international activities, partnerships and collaborations.
4. Promote through Schools and Directorates the delivery of targets for international activity, student recruitment and programme delivery and working with the VP (Research and Enterprise) enhance the potential for international collaboration in research.
5. Directly support the Principal and Vice-Chancellor in representing the University on international and international-related work, participating in international associations and acting as deputy or representative for the Principal as required.
6. Provide a strategic approach to the University’s engagement with Europe, including initiatives such as Horizon 2020, Erasmus and the Bologna Process.
7. Lead the establishment of a network of support and advice for the University on international activity including British Council, Scottish Development International, DFID, WHO and other government and non-government organisations as deemed necessary.

Planning and Organisation:

1. Determine the strategic direction for the University’s internationalisation plans and ensure Schools and Directorates are aligned to the aspirations.
2. Ensure that the education and learning of a diverse student body is maximised in a supportive environment that pays due regard to the development of both subject-specific and generic skills for employment.
3. Ensure that appropriate structures and mechanisms are in place for the decision-making and for the management of the University International Advisory Committee and appropriate oversight to our London Campus and future international partnerships.
4. Plan and manage the International Centre’s financial resources efficiently and in accordance with University policy.
5. In conjunction with the Depute Principal, Chief Operating Officer and other Vice-Principals, ensure effective collaboration between Schools and Directorates to deliver the corporate strategy and the global reach plans.

Communications and Working Relationships:

1. Develop and promote the motivation of staff, ensuring that there is a strong emphasis on effective communication with and between staff, and on maximising staff engagement in the strategy and operation of the post holder’s areas of responsibility.
2. Work closely with Schools and professional services across the University, specifically in areas of teaching and learning, quality enhancement, academic standards, research development, knowledge transfer and internationalisation.
3. Encourage maximum staff participation in the activities of the University, School and Directorates.
4. To work as a full member of and contribute to the effective operation of the Executive and Senior Management Team of the University.
5. Foster close and effective relationships with the Principal and senior colleagues, with the Depute Principal, the Chief Operating Officer and other Vice-Principals, Directors of services, major employers and external stakeholders.

6. Create a working environment within the University, School and Directorates that is supportive of staff and encourages active engagement and a positive contribution from individual members of staff.

7. Represent the interests of the International Enabling Plan within the University, to ensure coherence with the University as a whole.

8. Participate in University-wide projects and initiatives as directed, including leading and chairing working/project groups, as required.

9. Represent the University externally as appropriate.

10. Be responsive to the needs of staff, actual and potential students, employers and other stakeholders.

**Most Challenging Part of Job:**

Developing the reputation of the University locally, nationally and internationally for high-quality learning and teaching, research and knowledge transfer activity in a rapidly changing environment, whilst responding effectively to the needs of staff, students, employers and other stakeholders.

**Person Specification:**

**You will:**

1. Hold a first degree and relevant postgraduate qualifications, normally a doctoral qualification.

2. Demonstrate a track record of outstanding achievement in your discipline.

3. Have a successful record of academic leadership and management and/or business achievement, including significant and demonstrably successful experience in managing change, people and financial resources, probably through leadership and management of a significant academic unit.

4. Have the credibility, experience and judgement to operate effectively at a senior level in the organisation.

5. Demonstrate a proven capacity for strategic thinking and planning.

6. Show an ability to identify and develop partnership and business development opportunities.

7. Be able to evidence breadth and depth of knowledge and understanding of the Higher Education system and its policy environment, and of an ability to respond effectively to this environment.

8. Demonstrate strong commitment to the goals and values of the University.

9. Possess highly developed skills in decision-making, persuasion, influencing and negotiation.

10. Have the ability to work at pace and under pressure.

**You will be:**

1. A creative thinker and effective communicator who has an open and engaging style and a high level of personal integrity.

2. A person who builds strong partnerships with others, consults with colleagues as necessary, irrespective of status, and has a strong commitment to equality and diversity in education and employment.
Terms and Conditions

Salary
• Salary: In the range £109,163 - £126,525. Salary is payable on the 28th day of each month by bank-credit transfer.

Location
• The post holder will be based at Paisley Campus, but notwithstanding this, will be required by the University to work at any other location such as the University’s business may require subject to any request to do so being reasonable.

Annual leave
• 31 days’ paid holiday in addition to the normal 11 days’ statutory and public holidays. The University’s holiday year commences on 1 October and ends on 30 September.

Hours of work
• The post holder will be required to work such hours as are necessary for the full performance and efficient discharge of the duties. This will include cover as may be necessary to sustain the management of the University in the absence of colleagues.

Sick pay
• The University will pay salary during any period of absence on medical grounds for a maximum of 26 weeks’ full pay, followed by a further 26 weeks at half pay in any period of 12 months subject to specific provisions.

Superannuation
• The post is superannuable under the Local Government Pension Scheme (Scotland) 2015 (LGPS), Strathclyde Pension Fund Office. Employee pension contribution is based on annual salary. Further information can be obtained at www.spfo.org.uk/

Equality and diversity
• UWS prides itself as being inspirational, innovative, international and inclusive. We celebrate and value the diversity of our student and staff populations and are committed to providing higher education and employment opportunities to people of all backgrounds, cultures and other characteristics outlined so that they can fulfil their potential in an environment that is free from any forms of discrimination, harassment or prejudicial behaviour.
• The following are protected characteristics: age, disability, gender reassignment, marital status, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
• We are proud to excel in the HE sector as a University that encourages and values staff and students from widening participation backgrounds.
• Our staff work to promote understanding and integration and will not tolerate exclusion, bullying, harassment or victimisation of students or visitors to the University. We are committed to eliminating discrimination, promoting equality of opportunity and understanding between people of diverse backgrounds. Full details are available at www.uws.ac.uk/equality

Relocation
• Subject to the terms of the University Relocation Policy and HMRC guidelines, the maximum amount of relocation expenses that can be reimbursed in relation to this position is £8k.
Application

University of the West of Scotland will be supported in this appointment process by the executive search firm Dixon Walter who will support the appointing panel in the discharge of its duties, both to assist in the assessment of candidates against the requirements of the role and to identify the widest possible field of qualified candidates.

Applications should consist of a full curriculum vitae and a covering letter of application addressing the role description and person specification.


The final appointment will be made subject to satisfactory references.

To find out more about this exceptional opportunity with one of the country’s most innovative and ambitious universities contact our recruitment consultant Alan Walter on 0131 202 1000, email alan@dixonwalter.co.uk or visit www.dixonwalter.co.uk/vacancies/uws-vpglobal
UWS – An Overview

At UWS, we believe in our students’ future.

We have a proud record in delivering work-ready graduates and developing effective partnerships with business, industry and the public and voluntary sectors.

With our cutting-edge courses, practical knowledge, and intelligent teaching, we help our students get ahead.

UWS, as one of Scotland’s biggest modern universities with campuses in Ayr, Dumfries, Lanarkshire and Paisley, is the local university for over 30% of the population of central Scotland. It also has a growing national and international reach; its 5th UK campus opened in London in September 2015.

Through our innovative learning partnership we invest in people’s potential to shape their future. Built on uniting students, professionals, industry and our communities, this partnership stretches from the West of Scotland around the world.

We believe in the transformative power of active learning and engagement. We treat our students as individuals, partners and potential leaders in their fields and professions, providing them with the globally relevant knowledge, skills and confidence to think critically and to challenge received wisdom.

Through the strengthening of our academic excellence and application of our academic expertise, we will significantly increase turnover, broaden income streams and contribute to the international development of knowledge.

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We want students to come to UWS to enjoy a transformative, international learning experience that impacts fundamentally on their lives.

Find out more about UWS: www.uws.ac.uk/corporatestrategy/
Creating a 21st Century Learning Environment

NEW STUDENT FACILITIES

As part of our ongoing campus development work, 2015 saw the opening of a vibrant, technology-rich reception area at the University’s Paisley Campus. The project included a larger and more welcoming reception; new social learning and meeting spaces; and a coffee shop. Externally, new landscaping and street furniture creates a more inviting approach to the University from the town. New social spaces and touchdown points on campus in one of the main student thoroughfares, with bold, vibrant graphics and striking interior design, have also recently been completed. Additionally, work was carried out around the Library entrance to create new touchdown spaces and a vibrant, new canteen facility. Work is progressing on a new Hub model to support core student activities across the student life cycle including careers, international student support, effective learning, finance and IT.

OUR LEARNING ENVIRONMENTS

A £12million investment programme in information services across our campuses will ensure our students and staff have access to state-of-the-art technology to facilitate learning and teaching, enhancing the overall staff and student experience.

Ayr Campus

Our £81million state-of-the-art Ayr Campus development opened in August 2011, providing a truly innovative learning environment for students. Developed by UWS in partnership with Scotland’s Rural University College it created one of the UK’s most modern, environmentally friendly and sustainable Higher Education learning environments. It is a stunning space for study, featuring some of Scottish Higher Education’s finest facilities with suites, studios and laboratories for performance, music, broadcasting, education and healthcare. New, on-campus student accommodation is also available.

Dumfries Campus

Our beautiful Dumfries Campus is set in 80 acres of parkland and woods and overlooks the River Nith and the Galloway Hills. Dumfries Campus was Scotland’s first multi-institutional campus with the site shared by two universities and one college (University of the West of Scotland, University of Glasgow, and Dumfries and Galloway College).
Lanarkshire Campus

The University’s Lanarkshire Campus development project aims to create a campus that is an inspirational focal point and a key driver in the economic, social and cultural development of the region, as well as an international centre of higher education excellence that Lanarkshire and Scotland will be proud of. Following extensive consultation and detailed options appraisal with the local authority, stakeholders, students and staff, the University Court requested that a full business case be brought forward to transform Hamilton International Technology Park (HITP) into a state of the art, modern campus.

Paisley Campus

Located in the centre of town, the campus occupies over 20 acres and is home to teaching spaces, lecture rooms, workshops and laboratories; as well as a library, students’ union, and a range of student accommodation (with investment of £17.6 million in a new student residence and refurbishment of student flats in 2011-12).

London Campus

After significant work in preparing for the opening of our 5th UK campus, in September 2015 approval was given by UKVI (UK Visas & Immigration) for our new London Campus. Located close to the centre of the city, in Southwark, our London Campus provides a base for delivery of UWS courses to a new market. Our DBA and MBA programmes launched initially, and were soon joined by a range of options from our School of Health, Nursing & Midwifery, with additional programmes in other disciplines including English language, creative industries, and quality management offered for delivery from September 2016.
UWS Truths

At UWS we adhere to a set of truths in all that we do:

// We are here for our students
// Our teaching is our passion, and it reaches to the future
// We understand that a graduate career is important to our students
// We are a knowledge-rich organisation
// We believe in partnership with business (private, public and global)
// We are an international university
// UWS is a great place to work and study
// We are an inclusive organisation that welcomes and values diversity
// UWS is a university that dares to be different
Research

In the 2014 REF (Research Excellence Framework) all of our submissions – double the number from the 2008 exercise – were ranked as having international or world-leading status in terms of their originality, significance and rigour.

Our research outputs were particularly highly rated, with more than half of the submissions ranked at three to four star; with four star signifying ‘world-leading’ research. In the area of ‘Communication, Cultural and Media Studies, Library and Information Management’ 100% of submissions were rated in the impact category as being three and four star. This underlines our significant contribution to economic, social, cultural, health and public policy both internationally and within our local regions.
Living and Working in the West of Scotland

Scotland is a great place to live and work, with a high quality of life and a range of lifestyle benefits such as excellent value house prices, straightforward commuting and easy access to beautiful countryside.

Our campuses in Ayr, Hamilton and Paisley are within close proximity to Scotland’s largest city, Glasgow, with our Dumfries Campus a 90-minute drive south of the city. There are numerous smaller towns and villages within travelling distance of all of the campuses, so whatever style of living you prefer, you will find something to suit your needs.

Scotland offers a culture steeped in history, dramatic untouched scenery, bustling towns and cities and a world renowned education system. The west coast boasts some of the world’s most stunning scenery and wildlife.

The town of Ayr is set among some of Scotland’s most impressive scenery and looks out on the Firth of Clyde, with the peaks of Arran in the foreground and the Mull of Kintyre in the background. Packed with historical sites, Ayrshire’s visitor attractions and cultural and leisure pursuits include unspoiled beaches and rolling hills, castles, a racecourse and, of course, golf courses. Burns and A’ That, a major festival which takes place in June, celebrates Ayr’s most famous son, Robert Burns.

Dumfries & Galloway is a region of rugged coastlines, sandy beaches and tranquil lochs; and has over 300 square miles of forest to explore, with the largest forest park in Britain; and in excess of 30 golf courses and driving ranges.

Hamilton is located within the heart of Lanarkshire and is close to a number of country parks and nature reserves such as Strathclyde Park. The cultural cities of Glasgow, Edinburgh and Stirling are nearby, and the beautiful scenery of the Clyde Valley and the Borders is within easy reach.
Paisley combines the heritage and history of the Paisley pattern shawl and the Victorian thread industry with cultural interests including the Museum and Art Gallery, the 12th century Abbey, a thriving youth theatre and the Spree Arts festival. Loch Lomond and the Trossachs are both easily accessible from the town.

Glasgow and Edinburgh are close to our campuses and offer excellent shopping, superb café culture, museums and galleries, world-famous music venues and international cuisine.

Travelling to and from our campuses is easy thanks to excellent road and rail links. Glasgow International Airport is on the outskirts of Paisley, and Prestwick International Airport is also easily accessible, being around 40 minutes away by road or rail from Paisley Campus; Prestwick is also just a 15-minute drive from Ayr Campus.
WE’RE PROUD TO HAVE RECEIVED NATIONAL RECOGNITION FOR OUR WORK ACROSS A RANGE OF DIVERSE AREAS, INCLUDING THE STUDENT EXPERIENCE, HEALTH, EQUALITY AND DIVERSITY AND THE ENVIRONMENT

// National Union of Students (NUS) Green Impact Gold Award – won by UWS Students’ Association reflecting student and staff dedication to positive environmental action over 2014-15.

// Shortlisted in the Herald Higher Education Awards 2016 ‘Outstanding Contribution by a Student’, ‘Outstanding Employer Engagement’ and ‘Outstanding Contribution to the Local Community’ categories.

// THE Student Experience Survey 2015-16 4th most improved UK university.

// The Times Good University Guide 2016 Education degree ranked 7th in the UK.

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We believe in the transformative power of active learning and engagement. We treat our students as individuals, partners and potential leaders in their fields and professions, providing them with the globally relevant knowledge, skills and confidence to think critically and to challenge received wisdom.

UWS – for imaginative, independent thinking.