

UWS Principal & Vice-Chancellor

Job Description

Principal & Vice Chancellor

Reports to

Court

Job Purpose

Lead the strategic and operational management and academic development of the University to achieve its vision and goals, delivering an optimal student experience, academic research, and ensuring that the University is a great place to work and efficient and effective in its operations

Dimensions

Direct Reports – Provost & Deputy Principal, 4 Vice Principals and the University Secretary

Budget – ultimate responsibility for a budget of circa £127million

Remit – Chief Executive Officer, responsible for leading the overall development of strategy, both academic and commercial, working in conjunction with the Executive Group, Senate, Court, SFC and external and commercial partners

ACCOUNTABILITIES

Vision & Strategy

Provide inspiring leadership across the University by setting a vision and strategic direction for the University that builds upon existing strength, focuses on core academic areas and improves its performance.

Lead the effective implementation, monitoring and evaluation of the strategy, working closely with the University

Executive Team to deliver key business objectives.

Ensure that the University is adaptable and that it is well placed to successfully respond to future demands on the sector.

Leadership

Review and develop the leadership, organisation and structure of the University so that the committees, schools and departments are fit for purpose and aligned with key academic and commercial priorities.

Ensure that the University's senior team provides effective and accountable

academic and administrative leadership, meeting agreed targets and standards for financial and strategic performance, national and international reputation, quality, culture and legislative adherence.

Implementation of Strategy

Maintain strong governance structures, leadership teams, and management arrangements within the University, and be an effective chair of a range of Committees.

Support the identification of innovative opportunities for new models of education delivery, maximising the use of technology solutions.

Ensure that the University is well managed financially and that its future is sustainable and that its estates strategy delivers for future generations.

Ensure that excellence with impact is delivered across research, teaching and commercialisation and knowledge transfer.

Ensure that the University benefits from a diverse student and staff body by attracting and developing people with the greatest level of talent



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Governance

Ensure compliance with governance, procedures, legislation and regulations, and maintain an understanding of the Higher Education Governance (Scotland) Act and the Scottish Code of Good Higher Education Governance. Work with Court to ensure that the University's corporate governance arrangements are efficient and effective, open, inclusive and transparent, meet all relevant legal requirements and obligations, provide for proper accountability, and promote integrity and impartiality in the conduct of University business.

Undertake duties associated with the roles of Chief Academic Officer and Designated (Accounting) Officer under the terms of the SFC Financial Memorandum.

Communication and PR

Establish and maintain outstanding communications, both formally and informally, across the institution observing the highest standards of integrity, objectivity and honesty in the execution of all responsibilities.

Communicate the vision and strategy to build support for change and ensure that staff feel empowered and engaged.

Ensure internal and external communication upholds and protects the reputation and values of the University.

Commercialisation

Set a forward-looking strategy for commercialisation that takes full advantage of the University's academic and research capabilities, to promote growth in priority

areas and generate diversified income streams. Encourage the use of knowledge transfer and the development of spin-out companies

Finance & Funding

Ensure the appropriate management of the funding and income streams of the University, demonstrating strong financial acumen and ensuring that resources are appropriately allocated and accounted for.

Lead on securing philanthropic and charitable gifts from individuals and organisations to enhance the University's research, teaching, student experience and reputation.

Representation externally

Lead the development and promotion of high-profile, long-term strategic partnerships with external bodies including higher education institutions, business, local and central government and other agencies, ensuring the appropriate positioning of UWS in relation to each of these bodies.

Lead the promotion of the University nationally and internationally to raise the profile, brand and reputation, ensuring the University is positioned at the highest possible level globally to recruit international students and develop partnerships.

Culture, values & reputation

Develop and promote an aspirational culture that ensures all staff and students are enabled to develop and succeed.

Ensure that collegiality, consultation and trust are key features in making UWS a great place to study and work. Observe and uphold the four



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core principles of academic freedom, freedom of speech, academic integrity and equality, diversity and inclusion.

Planning & Organising

Plan, manage and priorities all elements of the job, taking into account appropriate targets and timescale

implications, resource and skills requirements. Activities will be reviewed and re-prioritised on a regular basis to ensure maximum efficiency and effectiveness is achieved in the operation of the University.

Responsible for the long-term strategic development of the University and interpreting complex strategic and operational needs across the University to establish actions plans.

Take overall accountability for all decision making, supported by Executive colleagues and the broader University leadership team.

Exercise considerable initiative in order to achieve the targets agreed.

Work within the scope of required regulations but with the capacity and authority to use evaluative judgement, based on knowledge, information and analysis.

Working Relationships

Further the best interests of the University by building constructive and positive relationships with key external stakeholders including governments, industrial partners, and international bodies and partners.

Promote a strong global perspective, advocating the University nationally and internationally, with particular emphasis on leading the collective effort to build strong relationships with relevant Institutions and funding bodies.

Be a visible leader across the University community, developing and maintaining productive working relationships with academic and professional services colleagues to identify best practice in the University with an aim to continuously improve learning, the student experience, research outputs, innovation, enterprise and efficiency.

Qualifications

- Doctoral qualification or equivalent professional qualification and experience commensurate with role
- Professorship and a research profile commensurate with a senior academic leadership role desirable
- Demonstrable evidence of CPD

Experience

- Significant experience of taking a leading role in the strategic management of a large organisation, similar in complexity to UWS
- Experience and the ability to lead with conviction in taking bold and calculated risks with positive outcomes
- A track record of identifying and securing opportunities for organisational and industrial collaborations or
- partnerships to further strengthen the University's impact nationally and internationally
- Experience of strong financial acumen and effective resource management within a complex and changing environment in order to demonstrate value for money and return on investment for key stakeholders and governing bodies



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- Demonstrable track record of developing teams at a senior level to maximise their potential and in identifying talented individuals as future leaders in the context of succession planning
- Significant academic standing or credibility is desirable, ideally with a knowledge of, and most probably evidenced by, a strong personal record of achievement in both research and teaching

Skills & Knowledge

- Exceptional ability to lead and engage staff, students and stakeholders to ensure that the University delivers the very best student and research outcomes
- Leadership in nurturing philanthropic relationships for the University with a view to seeking funding for initiatives with societal and REF impact
- A respected thought leader and international ambassador for the University and higher education in the UK as a whole
- Proven ability to influence and shape opinion and policy through experience of working closely with government departments, politicians and lobbyists with both a domestic and international focus
- Highest standards of personal integrity, honesty and fairness with a track record of financial probity that will withstand rigorous scrutiny
- Clear understanding and articulation of accountability and responsibility, ensuring that an empowering approach is taken to delegation
- Strong communication and public speaking skills, with the ability to convince, influence, persuade, negotiate and, where appropriate, change opinion of a wide range of individuals and groups through logical coherent reasoning

