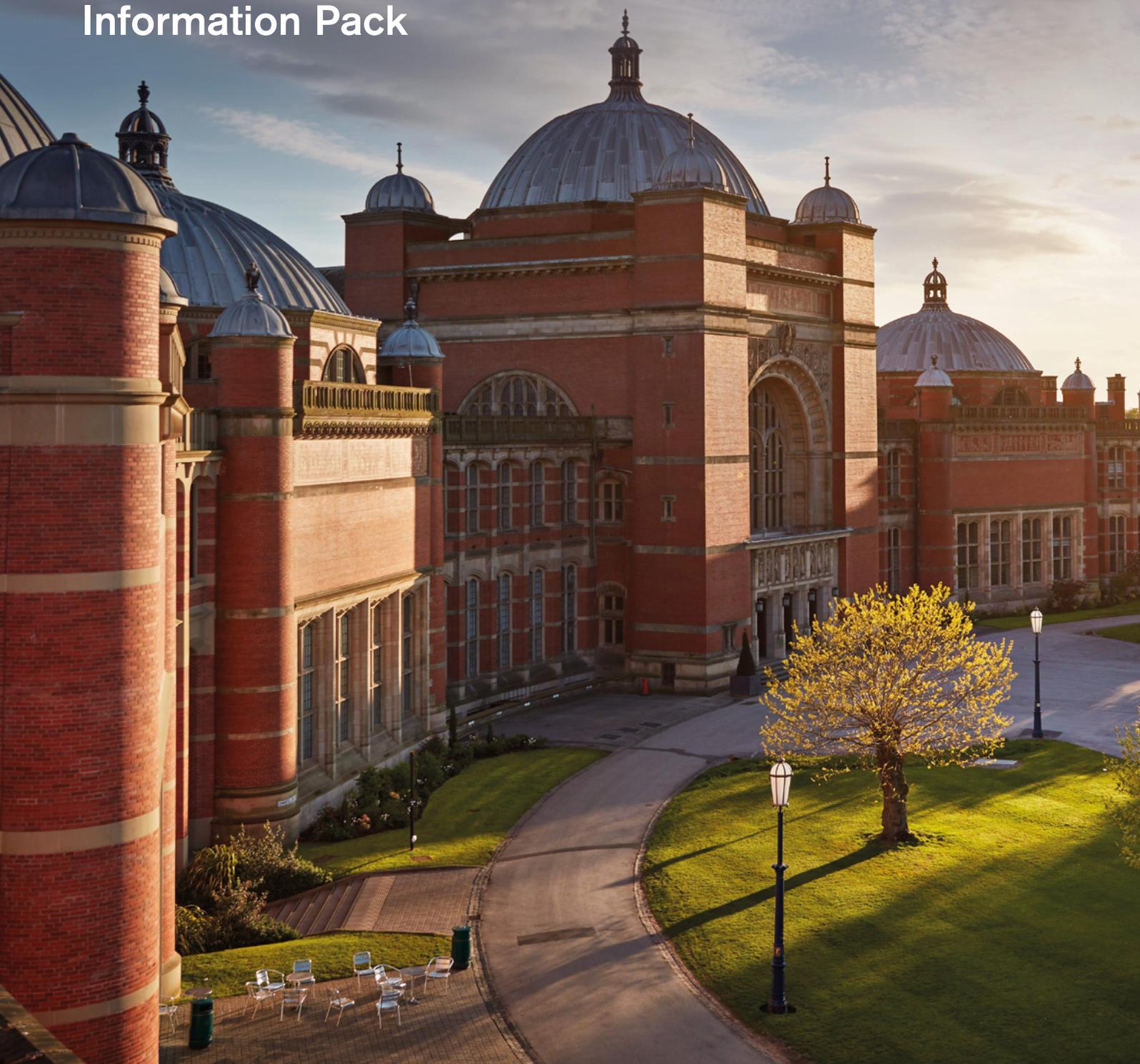




UNIVERSITY OF
BIRMINGHAM

Vice-Chancellor and Principal

Information Pack



Contents

Welcome from the Chair of Council	3
The University of Birmingham	4
Job description	17
Person specification	18



Welcome from the Chair of Council



Dear candidate,

During the last decade, the University of Birmingham has been transformed. Characterised by a strong emphasis on high-quality education and pioneering research across the full breadth of disciplines, our students have achieved increasingly impressive outcomes, and our research has enjoyed growing global significance and impact.

Underpinned by sound financial and organisational foundations, we have made major investments in academic staffing and campus facilities, and under Professor Sir David Eastwood's leadership have developed an enviable reputation for visionary and bold moves. We have led the sector on approaches to widening access and graduate employability, have established the only university-run secondary school in the country, and opened a new campus in Dubai. Our civic contribution has been strengthened and our global stature enhanced. Our highly capable leadership team enjoys national influence on higher education policy. Our next Vice-Chancellor will have a remarkable and exciting platform on which to build.

Birmingham is a successful and ambitious institution. We are looking for an outstanding leader with substantial experience and intellectual credibility to enable the University to achieve its aspirations for the next decade. Someone who is passionate about the University and its mission, values and goals, and who has the personal attributes to lead a major global university.

I am very much looking forward to working closely with the new Vice-Chancellor to deliver the next chapter in the history of this great University.

*Mervyn Walker
Pro-Chancellor and Chair of Council*





The University of Birmingham

The University of Birmingham was founded on the vision of Joseph Chamberlain in 1900 to provide a university for the people of Birmingham, 'a great school of universal instruction... taking all knowledge in its province'. This philosophy has defined and shaped us as an institution for our city ever since, founded on equality of opportunity for all. We are proud to continue to find new expressions for these civic roots. The University is now a great global institution, with our doors firmly open, welcoming the best to Birmingham, and taking the best of Birmingham to the world.

Our heritage as the original 'redbrick' is combined with one of the most compelling and ambitious agendas in higher education. The University has been transformed in recent years, characterised by major investments in academic staffing, investment of £1 billion in campus facilities, strong and improving outcomes for our students, annual growth in research performance, and bold new moves such as establishing the only university-run secondary school and sixth form in the country, and opening a new campus in Dubai.

Thinking differently is in our DNA, and our initiatives have been much emulated within the sector: our 'Birmingham Fellows' programme, which has so far seen over 150 of the world's best early-career academics join us; our innovative and successful approach to widening participation activities; and our applicant offers strategy for exceptional students.

Ranked in the top 100 universities globally and the top 20 in domestic league tables, Birmingham is a leading member of the Russell Group and a founder member of the Universitas 21 global network of research universities. The quality of what we do at Birmingham is widely recognised. We were awarded Gold in the 2017 Teaching Excellence Framework, and in the most recent Research Excellence

Framework (REF2014), more than 80 per cent of our research was rated as 'internationally excellent' or 'world-leading'. We are confident that our performance will be even stronger in the REF exercise currently in train. Eleven of our alumni and staff have been recognised with Nobel Prizes, and many others are recipients of the most prestigious awards in their fields.

A recognised anchor institution for the UK's diverse, youthful, and dynamic second city, we are one of the largest employers in the region. Our most recent economic impact analysis (2016) showed the University brings a £3.5 billion economic benefit to the UK, as well as supporting over 15,000 jobs in the West Midlands. Almost 1 in 50 jobs in Birmingham depends on the University.

The University's response to the Covid-19 pandemic has demonstrated the impressive resilience of the organisation and the remarkable capability of our people. Our response, working closely with local public health partners, has been recognised and used as an exemplar nationally. We are proud of the creative support we have provided for our students, including through our 'Lakeside' initiative to build community amongst new students, food packages and wellbeing support for those self-isolating, and the introduction of weekly online personal tutorial groups. We implemented comprehensive measures to ensure the safe operation of the campus, experiencing lower rates of infection than other similar settings. Drawing on our clinical and academic expertise, we have opened a Covid-19 PCR test centre, a national Pillar 2 Turnkey testing laboratory, and a large-scale lateral flow testing facility, for the benefit of the University and the wider Birmingham community. Throughout the pandemic, we have maintained a healthy financial position, supported by robust cost control measures. We are in a strong position to recover quickly and effectively from the pandemic.

Our University community

At Birmingham, we teach and research across the full breadth of academic disciplines, creating a vibrant community with multi-disciplinary opportunities for research and education. We are a truly international community, comprising more than 8,000 staff, 38,000 students, and over 300,000 alumni. Our student community is not only one of the largest of any UK university, it is also highly diverse, with 82 per cent of our home undergraduate students from state schools, 32 per cent from a BAME (Black, Asian and minority ethnic) background, and 35 per cent in the first generation of their family to attend university.

We recognise that achievement of the University's ambition depends on our people, and there are strong foundations on which to build. The single biggest investment that the University has made in recent years is in people. Since 2015, we have expanded our academic staff numbers by more than 500, including world-class researchers and teachers, leading early-career academics (including through our much-emulated Birmingham Fellows scheme), and Interdisciplinary Professorial Fellows through our innovative scheme to enhance cross-disciplinary working. We are developing an enviable reputation for attracting some of the finest minds in the world to teach and research here.

Our most recent staff survey indicates levels of engagement and pride which most employers would be delighted to achieve, and we are committed to building on this through the inclusion of 'people and culture' as a core pillar of our new Strategic Framework. We are reforming the career framework and support we offer to academics at all stages of their career through our **Birmingham Academic** programme, with the aim of supporting colleagues to develop and maintain an academic culture of intellectual stimulation and high achievement, whilst fostering a deep affinity with the institution.

Our academic community is supported by highly capable Professional Services, who work in partnership to support the academic mission of the University, providing technical, professional, administrative, and operational support. Our well-established **Birmingham Professional** programme affirms our commitment to our Professional Services staff, and provides a range of activities and development opportunities for colleagues in all parts of the organisation.



We have a diverse staff community: over one-third of our academic staff are from overseas, around 22 per cent of our staff are from BAME backgrounds, and 5 per cent have a declared disability.

We value our diversity and aim to provide a welcoming and inclusive environment for all members of the University community. We believe our diversity is a source of strength that underpins the exchange of ideas, innovation and debate at the heart of our academic mission.

We hold a **Bronze Race Equality Charter Award** and a **Bronze Athena SWAN Charter award** at institutional level, with many school-level awards at both silver and bronze. We are actively seeking to improve the number of women in STEMM (science, technology, engineering, mathematics and medicine) subjects and at senior levels throughout our institution, including on the University Leadership Forum (around 100 of the most senior leaders in the University) where we have significantly increased the proportion of senior female colleagues in recent years.

We recognise there is much still to do and we have recently finalised our new Equality Scheme (2021–26) setting our next objectives and actions. We are particularly focused on making significant improvements in the representation of women and ethnic minorities, particularly at senior levels, accelerating the progress that we have made in recent years in reducing our gender pay gap and in the actions taken in relation to Athena Swan and Race Equality Charter Mark accreditation. Most importantly, our aim is to embed an inclusive culture that provides opportunities for all to flourish and succeed.



An outstanding student learning experience

We have been encouraging bold, independent thinking and providing exceptional academic programmes that stretch and challenge for more than a century. Our stunning Edgbaston campus is a fundamental and distinctive element of the transformative experience we offer to our students. Centred around the Green Heart, one of the largest open green spaces of any UK campus, our 672 acre site also includes The Vale student accommodation village, set around a lake in its own beautiful parkland. We believe our research intensity provides a unique environment to enhance and reinforce our teaching, and take pride in emphasising and rewarding teaching quality. The shift to bimodal provision necessitated by the pandemic was achieved at remarkable speed and quality – a testament to the capabilities of our educational leadership, teaching colleagues, and digital support.

A University of Birmingham degree is valued by the country's top employers, founded on our commitment to provide our students with both an outstanding education and the intellectual confidence, knowledge, and skills required to thrive in their careers and make a difference in the world. Our sector-leading employability programmes and outstanding rates of graduate employment set the pace for the sector, and **our students are the most frequently targeted of any university by the country's top employers looking for graduate recruits**. Our new Employability Strategy will strengthen our approach further, ensuring our students are equipped for the challenging post-Covid-19 labour market they are now entering.

Our graduate outcomes, allied with the league table rises we have secured, have made us an increasingly popular destination for the best and brightest students. Our student population has increased by over 4,000 since 2009–10, and we now have a total student population of over 25,000 undergraduate and 13,000 postgraduate students. We are a global community, with nearly 11,000 students studying either at Edgbaston or overseas (at our Dubai campus, through our partnership with Jinan University, and on distance learning courses). We have 2,500 students undertaking distance learning courses, and 560,000 taking MOOCs (Massive Open Online Courses), with 60 per cent of these being overseas students.



Research of genuine breadth and depth

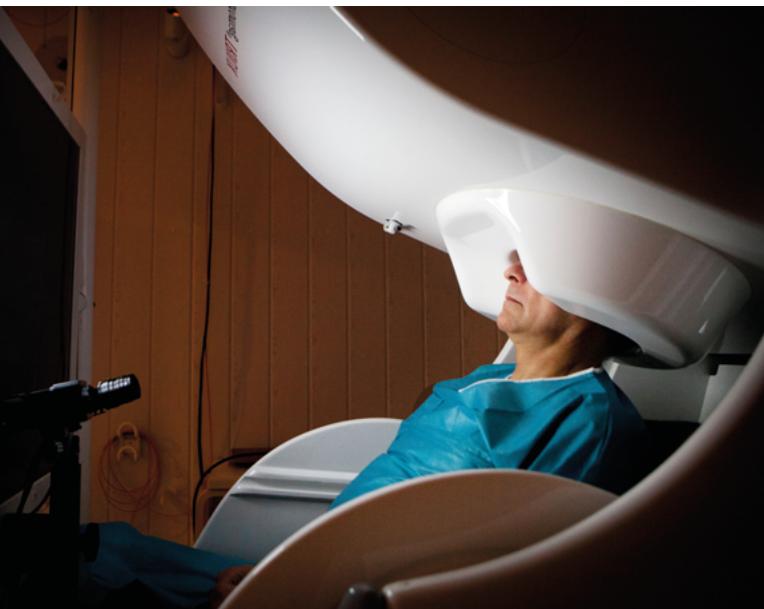
Our academic community achieves remarkable things. We are proud that the University has made a very significant contribution to the national and international response to Covid-19, drawing on our expertise across our disciplines including virology, immunology, business, economics, and social sciences. Particular highlights include the University's involvement in the Covid-19 Genomics UK Consortium, the development of a new and highly sensitive antibody test, the creation of the Covid Corpus database to collate and curate emerging information about the virus from around the world, and leadership of the national clinical trials platform, CATALYST, to test new treatments. Our scientists are advising the Government's SAGE group, and provide regular evidence-based contributions to the national media.

Integral to some of the greatest scientific discoveries of recent times, such as the discovery of the Higgs boson particle and the detection of gravitational waves, our REF2014 results demonstrated that 87 per cent of submitted research case studies have global impact, further confirming our position among the world's top universities for research across a broad range of areas. We enjoy world-class expertise in areas as diverse as mental health, Shakespeare, history, conflict and security, psychology, water science, air pollution, corpus linguistics, inter-faith understanding, and character education. As a comprehensive university, the breadth of our subject base creates many opportunities for inter-disciplinary research to solve global challenges. These are encouraged and invigorated by our Institute for Global Innovation, as well as our close collaboration with industry, business, and healthcare.

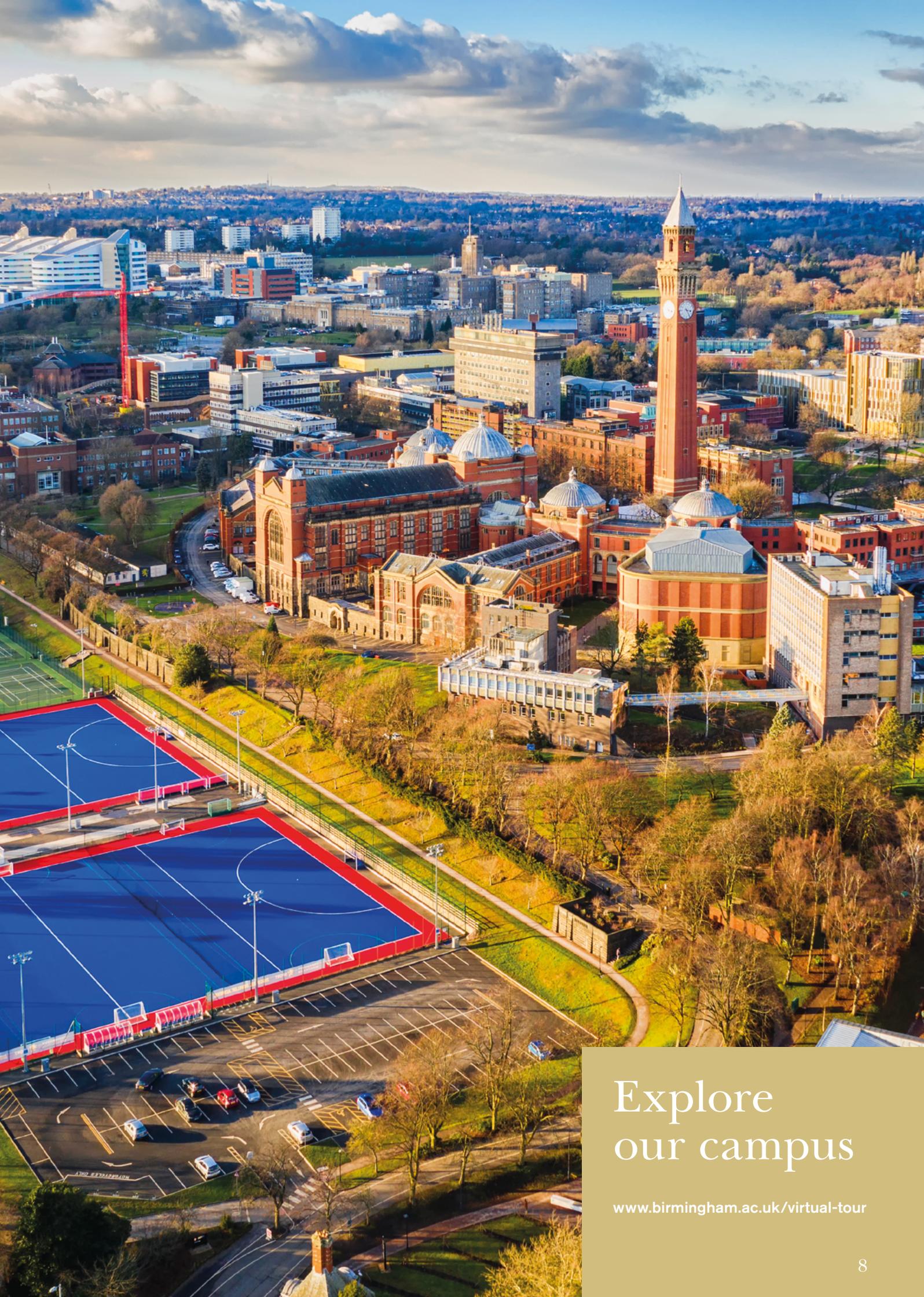


Our robust industrial partnerships support enterprise and innovation across a number of sectors, working with companies as diverse as Siemens, AstraZeneca and the Royal Shakespeare Company, and drawing on our innovation assets such as the Birmingham Health Innovation Campus and the Manufacturing Technology Centre in Ansty, near Coventry. Our Railway Engineering group, which was awarded the Queen's Anniversary Prize in 2017, has extensive collaborations with industry, including securing £92 million investment through the Research Partnership Investment Fund. Our world-leading High Temperature Research Centre is built on a £60 million investment from Rolls-Royce. We run one of the four national quantum technology hubs, an £80 million initiative that focuses on technology transfer from fundamental science to application. We support academics to engage with policy makers, and through the work of University of Birmingham Enterprise, manage the University's extensive technology transfer and academic consultancy business, IP protection and spinout portfolio.

With academic credentials this impressive, it is unsurprising that the total value of research funding won by the University has grown rapidly, and has increased to well over £200 million per annum for the last two years. We have a portfolio of over 2,600 live projects with an award value to the University of over £900 million.



THE QUEEN'S
ANNIVERSARY PRIZES
FOR HIGHER AND FURTHER EDUCATION
2017



Explore
our campus

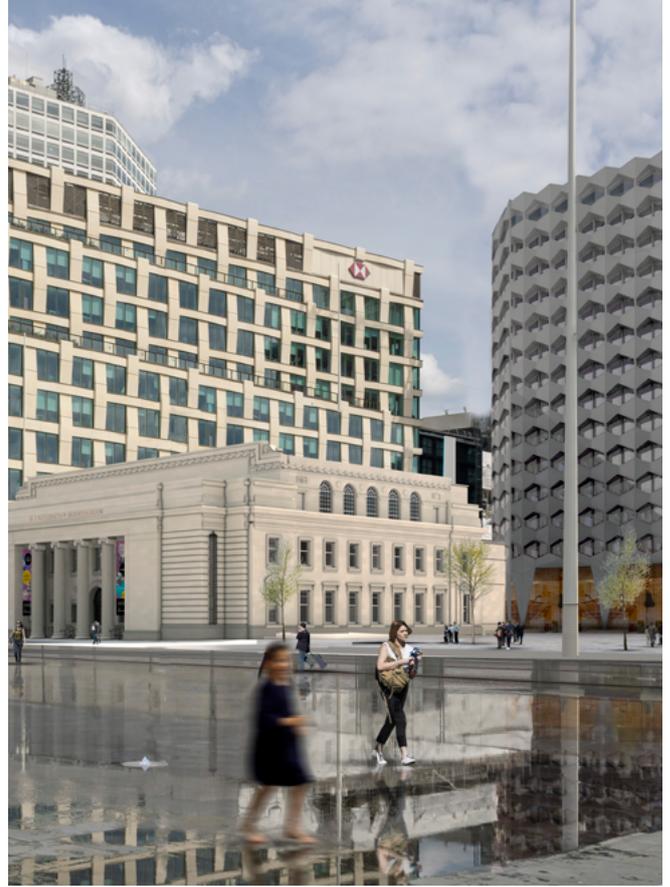
www.birmingham.ac.uk/virtual-tour

Meaningful civic engagement

As the original 'civic' university, we are proud to be one of the most civically engaged institutions in the country. Our Civic University Agreement will be published shortly, describing a remarkable range of University activity that contributes to the economic, cultural, and educational work of the region.

The University's exciting new city-centre facility, **The Exchange** will open later in 2021. This major project will breathe new life into the former Municipal Bank in Centenary Square in the centre of Birmingham. A unique space for curiosity, collaboration, change and celebration, it will become the home for an ambitious public programme of exhibitions, activities and events designed to engage people with the breadth of University research, opportunities for student entrepreneurship, and our new Leadership Institute, which will make a substantial contribution to civic leadership.

The University is at the heart of Birmingham's remarkable strength in life sciences. Our collaboration with local NHS trusts through **Birmingham Health Partners** has provided the platform for an integrated approach to research, innovation and improved healthcare delivery across the region. **The Birmingham Health Innovation Campus**, our ten-acre site located adjacent to both the University and the Queen Elizabeth Hospital is due to open in 2022, and has been awarded Life Sciences Opportunity Zone status. This will allow us to continue what the University has always done well: to ground leading-edge academic research in practical application to benefit our local area and beyond – in this case, in the areas of translational and precision medicine.



Our commitment to making the best education accessible to all in the city finds its expression in the **University of Birmingham School**, providing an outstanding academic education for the city's young people and serving as a centre of teacher education in the region. By almost any measure, the school is already one of the most diverse in the city, and we are delighted that it secured a 'Good' rating in its first Ofsted inspection – the best possible rating at this stage in its development.

Our sector-leading widening participation programmes engage more than 10,000 West Midlands students every year, and have demonstrably increased the chances of students from less advantaged backgrounds and non-selective state schools attending a Russell Group university.

Our contribution to the local educational ecosystem will further expand when we complete the acquisition of the **National College for Advanced Transportation and Infrastructure**, a Further Education College based in Birmingham and Doncaster, in April 2021. Drawing on our expertise in rail, this innovative collaboration will bring together education providers, employers and industry bodies to transform this Further Education College and deliver high-quality education and skills training to support the local and national skills agenda.



National influence

Within higher education, the University has developed a reputation as a go-to institution for constructive feedback and practical guidance on matters of policy and regulation. Our senior leaders influence national policy: many chair, lead, or are members of national groups and professional bodies, and we are frequently consulted by national bodies as new approaches are considered.

The University plays an important role in shaping the national political agenda. We count two UK former Prime Ministers among our past Chancellors, and continue to welcome Members of Parliament, Ministers, and Prime Ministers to our campus. We regularly host political debates and events, bringing together people from across the political spectrum to debate the biggest issues. As one political commentator put it:

'The magnificent Great Hall of the University of Birmingham has established itself as one of Britain's great cathedrals dedicated to our political devotions.'



Our global outlook

The University has significantly expanded its global presence in recent years. Most significantly, our **Dubai campus** is taking, for the first time, the qualities and values of a global top 100 university to the heart of Dubai's academic city. We opened the first, start-up, phase of our Dubai campus in 2018 and we are on schedule to open a full campus, with capacity for up to 4,500 students in September 2021. The campus will be a centre for education and research, offering a growing range of undergraduate, postgraduate and Continuous Professional Development programmes.

Our international strategy has a focused approach with an emphasis on key country partnerships. In China, we have developed a broad range of activities, including a signature collaboration with the Guangzhou Municipal Government, and well-developed research collaborations in many parts of the country; we also have a dedicated **China Institute** to further these partnerships. In Brazil, we are developing a network of strategic partnerships with Brazilian universities and industrial partners. In North America, the University has a major collaboration with the University of Illinois at Urbana-Champaign underpinned by a flourishing network of faculty-to-faculty relationships. In Australia, we have a growing partnership with the University of Melbourne, and in India, our partnerships continue to

develop and have been strengthened by our Chancellor, Indian-born entrepreneur and Cross-Bench Peer Lord Billimoria of Chelsea.

We value our long-standing and strong links with Europe, and have deepened our European alliances in recent years as part of our post-Brexit strategy. We helped to found the **EUniWell** alliance of European universities and have recently signed partnerships with Trinity College Dublin and the University of Amsterdam, covering joint work in areas such as clinical trials, biomaterials, medical training, and equality and diversity.

We are a founder member of the Universitas21 international network of research-intensive universities and play an active leadership role in much of its work, including hosting its offices on campus. We deliver University of Birmingham degree programmes in Singapore and China, have partnership agreements with many of the world's leading universities, and offer a range of different educational collaborations, including joint PhDs with the University of Melbourne, '2+2' degree programmes, and a developing suite of Masters courses delivered in conjunction with partners around the world. As a university with a global mindset, we have offices in New Delhi, Shanghai, and Guangzhou.



Building on a strong platform for the future

The University has much to be proud of, but there is much more to do. We are currently refreshing our Strategic Framework, which will set out our ambition for the University to 2030. Founded on the enduring primacy of research and education as our core mission, and building on the successful strategies which have enabled the transformation of the University over the last decade, the new Framework will provide the context for the University to thrive under new leadership.

Built on the pillars of research, education, engagement and impact, civic and global, people and culture, and sustainability, the Framework will allow the University to recover quickly and effectively from Covid-19, adopting the best of what we have learnt during the pandemic – digital transformation, bimodal teaching, rapid implementation of innovations, and new ways of working – underpinned by financial sustainability to enable our continued investment in academic and strategic priorities.

With a continuing emphasis on raising quality in both education and research, we will continue to emphasise the symbiotic relationship between education and research and work to ensure the University is recognised internally and externally as a place in which education and research sit together comfortably. We will enhance the way we teach and the experience we provide for all of our different student groups. With a particular emphasis on interdisciplinary research, we will continue to pursue more research with transformative impact on our knowledge and understanding of the world we live in, and on the lives of individuals and communities.

Building on our long history as a university that makes a meaningful difference in the world, we will also place greater emphasis on the societal impact of our research and education – civically, nationally and globally. This means focusing on outcomes for our students, how our research makes a positive difference, continuing to deepen our involvement in the local education ecosystem, and interpreting 'civic' in a meaningful way in each of the global contexts in which we work.



A robust financial platform

The University has a long-standing track record of very strong financial management which underpins our academic plans. With an annual turnover in excess of £745 million, our sustained income growth has been supported by robust cost controls. This delivers significant cash generation and an annual surplus which we use to invest in the intellectual and physical future of the University, enabling us to plan with confidence, respond to unexpected shocks such as the pandemic, and to continue to invest in the facilities and services that are required for high-quality research and an outstanding student learning experience. Our latest Annual Accounts can be found here: www.birmingham.ac.uk/university/governance/council/accounts.aspx

Campus transformation

Our beautiful, green campus is a short train ride or a 30-minute canal walk from Birmingham city centre. Our estate is large and varied covering 672 acres, with over 200 buildings of different ages and architectural style, ranging from grade one- and two-listed properties to state-of-the-art learning and research spaces. As well as the main Edgbaston campus in south Birmingham, we have sites in Stratford-upon-Avon, Ansty (near Coventry), Coniston (in Cumbria), and Ironbridge (Shropshire).

Judicious financial planning has enabled us to deliver a **visionary capital development programme**. Our £1 billion estates plan is well underway and our staff, students and wider community are already benefiting from a number of signature buildings, including a best-in-class library, a showpiece sports centre, a major new Teaching and Learning Building, outstanding new student accommodation, a state-of-the-art student services hub, an extensive addition to the University Business School, a stunning Green Heart parkland area at the centre of our campus, a modern Hotel and Conference Park, and a multi-award-winning Collaborative Teaching Laboratory. Significant capital investment continues and further flagship developments include the spectacular new School of Engineering, which has just opened, The Exchange city-centre hub, due to open in September 2021, a new Molecular Sciences building, and the Birmingham Health Innovation Campus, which will open in 2022.

Planning for the next stage of our capital programme is already well underway, for approval during 2021, and will set out the priorities for the next stage of this programme for the coming five years, including further major academic developments.



Commonwealth Games 2022

Sport and wellbeing are integral to life at Birmingham and we are regularly ranked in the top five in the UK for the quality of our competitive student sport and are proud to count 2008, 2012 and 2016 Olympians and Paralympians among our current students and alumni. Our impressive sports centre includes the city of Birmingham's first 50-metre swimming pool – an asset not only for our students and staff but for the wider community.

We worked closely with regional and national partners to secure the **2022 Commonwealth Games** in Birmingham. The University is an official partner of the Games and this major sporting event will put us centre stage, showcasing the West Midlands to a global audience and firmly placing us on the world map. The Games bring numerous opportunities for the University and the region, and we are committed to providing games venues for hockey and squash, providing the primary athletes' village, creating student opportunities and sports and cultural programmes.

The Institute for Global Innovation will hold the inaugural Forum for Global Challenges in May 2022, as part of the lead up to the Games. With commitments of support from regional and national government, as well as international bodies, the Forum will provide routes for Birmingham-led and international research to reach policy-makers, industry leaders, civil society and the public.



Birmingham In Action, the University's fundraising and volunteering campaign, aims to transform lives for our generation and the next by tackling the world's biggest challenges, today. The campaign supports some of the most important areas of work in the University, including access to education, youth mental health, cancer, refugees, and the environment.

Birmingham In Action launched publicly in October 2019 and has the ambitious target of not only raising £400 million but also harnessing 1 million volunteering hours from staff, students, alumni and friends. Its goal makes it the fifth-largest fundraising campaign in the modern history of UK higher education.

With 60 per cent of the funds secured to date, the campaign will continue to require dynamic leadership and a commitment of time and resource to engage with high-net-worth individuals, here and abroad, as well as the global grant-making trusts who have the capacity to support us to effect real change, to turn research into life-changing solutions and ensure young people are not held back by their circumstance.

**BIRMINGHAM
ACTION**



Cultural assets

The University's many cultural assets take in the Shakespeare Institute at Stratford-upon-Avon, which has direct working links with the Royal Shakespeare Company; the Ironbridge Institute in Shropshire; and the Barber Institute of Fine Arts – our own art gallery that houses works by many of the greatest artists in the western tradition. The Edgbaston campus also includes Winterbourne House and Garden, a unique Edwardian heritage attraction that is home to more than 6,000 plant species from around the world, and the Lapworth Museum of Geology. Our cultural profile was significantly enhanced with the opening of The Bramall music building in 2013, funded through generous benefactions. This houses the Elgar Concert Hall, named after our first Professor of Music, Sir Edward Elgar, and is a striking venue that complements our global reputation in music, attracting some of the most talented musicians from across the world to study here.





The city of Birmingham

Birmingham is the UK's second-biggest city and a major European centre. It is a city of historical interest and contemporary vision and has a rich and diverse community that creates a vibrant, multicultural and exciting place to live and work.



Birmingham is home to the internationally renowned Birmingham Royal Ballet and one of the world's greatest concert venues, Symphony Hall. The City Museum and Art Gallery houses the world's finest collection of Pre-Raphaelite paintings alongside a major collection of old masters, modern and contemporary paintings. The stunning New Street Station redevelopment opened in 2015; this provides links to the University's own dedicated railway station, as well as trains every 20 minutes to London, which is only an 80-minute journey. The spectacular Grand Central shopping and restaurant complex sits above the station, and is just a short walk from the iconic Bullring, one of the largest dedicated shopping facilities in Europe. Birmingham will be at the centre of the high-speed rail network (HS2), which will have a significant, positive impact on access between London and the Midlands, reducing the journey time to London to only 45 minutes.

Sports and recreation are also well served; the city offers international test cricket, top-flight football, international championship tennis, golf and top-class rugby. As a multicultural city, Birmingham is also renowned for the breadth of its cuisine and has more Michelin-starred restaurants than any other English city outside London.

Birmingham is within an hour's drive of Stratford-upon-Avon and the Cotswolds. From Birmingham Airport, more than 50 airlines operate scheduled services to 100 destinations worldwide.

Leadership and governance

The University is known for being well-run and is structured for swift decision-making, enabling us to capitalise on our academic range and financial strength, as well as the opportunities that emerge in the fast-changing global higher education environment. The University Leadership Forum comprises the top leaders in the University, and is a key part of our strong and distributed leadership. Led by the Vice-Chancellor, and a distinctive strength of the University, it meets weekly for updates and discussion on immediate issues, and termly to consider and support the development of University strategy.

The University enjoys strong working between the Council and the executive, and our recent Council effectiveness review commended the 'strong sense of there being "one team" across non-executives, executives and staff and student members.'

The **governing body of the University is the Council** which is chaired by the Pro-Chancellor, Mervyn Walker. Council comprises 24 lay, academic and student members, most of whom are lay members external to the University.

There are five Committees, which report to Council:

- University Executive Board
- Strategy, Planning and Resources Committee
- Audit Committee
- Membership Committee
- Remuneration Committee



The **Senate** is chaired by the Vice-Chancellor and comprises up to 60 members drawn from the leadership of the University, academic staff and the student community. It is the principal academic body of the University and is responsible to the Council for regulating and directing the academic work of the University in teaching, examining and research and for the awarding of all degrees, diplomas, certificates and other academic distinctions of the University. Senate oversees quality assurance and standards of the education provided by the University.

The **University Executive Board (UEB)** is the senior leadership team of the University and a Committee of Council. It is chaired by the Vice-Chancellor and its membership consists of the Provost and Vice-Principal; three thematic Pro-Vice-Chancellors for Education, Research and Knowledge Transfer, and International; the Heads of College; the Registrar and Secretary; and the Finance Director. It is responsible for the management of the University and normally meets weekly to steer the implementation of strategy and consider key issues.

The University is organised into five academic Colleges, each of which consists of a number of Schools and departments. Each College is led by a Pro-Vice-Chancellor and Head of College who is a member of the University Executive Board.

The five colleges are:

- Arts and Law
- Engineering and Physical Sciences
- Life and Environmental Sciences
- Medical and Dental Sciences
- Social Sciences

The University's **Professional Services** work in partnership with academics to support the academic mission of the University. Professional Services are led by the Registrar and Secretary, who is supported by the Registrar's Leadership Group, made up of Senior Officers and the Directors of Operations in the Colleges.

Job description

The Vice-Chancellor and Principal is the chief executive officer of the University and leads its academic community. Reporting directly to the Chair of Council, the Vice-Chancellor is responsible to Council for: the leadership and management of the University and for the delivery of an excellent education and student experience; academic research of global importance; an energising, inspiring and inclusive institutional culture; the financial sustainability and efficient and effective operation of the institution; and the development of the University in pursuit of its strategic goals.

The Vice-Chancellor of the University of Birmingham will be expected to:

- Provide strategic vision and leadership to the University community, building on the University's strong foundations and recent successes, with a passion for the University of Birmingham and its mission, values and goals;
- Lead on developing, communicating and successfully delivering the University's strategy, including inspiring continuous performance improvement;
- Take a dynamic and forward-looking approach to the University's academic development with strong intellectual leadership, understanding and harnessing the University's comprehensive subject range, in the context of a global, research-intensive university;
- Ensure across all academic areas that research is excellent and has impact on regional, national and global challenges;
- Ensure the University provides an excellent and distinctive education and student experience;
- Oversee the effective management of the University's financial, human and physical resources, ensuring the University remains sustainable and has significant financial capacity to invest in its future;
- Lead the University Executive Board, working effectively with the University's high-performing wider leadership team;
- Develop an effective working relationship with the Chair of Council, Registrar and Secretary, and the Council, and meet the highest standards of University governance. The Vice-Chancellor is a member of Council and chairs the Senate;
- Lead on the development of the University's people and culture, inspiring and motivating staff at all levels to contribute to the University's success, and ensuring the University can attract and retain global talent;
- Work effectively with the University's student community.
- Demonstrate a commitment to equality, diversity and inclusion in their widest sense, ensuring the University has an integrated approach, which leads to further improvements;
- Identify and navigate the change required for the University's continuing success in the rapidly evolving higher education sector, positioning the University strongly and distinctively for post-pandemic recovery;
- Lead the University's external engagement, including the pursuit of its long-standing civic role and its contribution to the development of the city of Birmingham and the West Midlands region, as well as collaborations with industrial, public sector, and other partners;
- Lead the University's international and global strategy, with particular focus on successfully developing and delivering the University's campus in Dubai;
- Represent and promote the University nationally and internationally further to improve the University's profile and reputation;
- Effectively influence and advocate in the higher education sector on national policy matters, through active engagement with government, funders, policy-makers, Office for Students, other universities, and sector bodies;
- Lead and develop philanthropic relationships and fundraising campaigns, working effectively with donors, alumni and other supporters;
- Act as the University's Accountable Officer with the Office of Students for financial, reporting and regulatory matters.



Person specification

The University of Birmingham is seeking outstanding candidates for its next Vice-Chancellor, to build upon the success of the last decade under the Vice-Chancellorship of Professor Sir David Eastwood. The University is ambitious and confident in its aims as a top 100 global university with strong civic roots and excellent research and education across a comprehensive range of subjects. It is looking for someone to lead and work effectively with a highly capable team through a particularly challenging period for higher education in the UK: someone with the attributes to navigate a path which enables the University – with its strong academic, organisational and financial foundations and ambitious strategy – to achieve its aspirations for the next decade.

Candidate background, experience and attributes

Candidates will be expected to demonstrate:

Substantial leadership and management experience

- The personal characteristics to lead a major global university with substantial experience and a successful record of senior leadership at institutional level either in a research-intensive university with a broad range of academic subjects, or in a large and complex organisation with similarities to higher education;
- Evidence of developing, communicating and executing a vision and strategy in a complex organisation, and of personal leadership of performance improvement and change at an organisational level;
- Experience of effective management in a large and complex organisation with sizeable professional staff numbers, a large and complex estate or infrastructure, and the experience of attracting and motivating global talent;
- A strong commitment to, and successful delivery of initiatives which drive improvements in equality, diversity and inclusion in their widest sense;

- Financial acumen and experience, and commercial awareness, which demonstrate the ability to strategically manage, optimise and be accountable for the management of resources in an organisation with a turnover of over £750 million with multiple and diverse income sources;
- A proven track record of developing leaders and leadership teams, and the ability to work effectively with those teams;
- A commitment to the highest standards of governance, experience of working effectively with governing bodies or boards and with the Chair and external members, and the ability to operate confidently and effectively in an externally regulated environment;

Intellectual credibility

- A high level of intellectual credibility, with a strong academic or other intellectual profile, in order to lead, engage with, and gain the respect of academic staff, demonstrating curiosity and interest in the broad range of academic disciplines within the University;

Research

- The ability to lead a comprehensive global research institution, demonstrating an understanding of the research policy and funding landscape, and the strategies for enhancing research performance;
- An appreciation of how the University can harness the power of its comprehensive subject range to produce impactful research and support external partnerships;

Education and student experience

- A strong focus on excellence in education and an outstanding, distinctive student experience, with a clear sense of how to deliver these goals;
- The style and approach to engage successfully with the student community;



Person specification

External relations, international engagement and institutional advancement

- The ability to advocate at the highest levels regionally, nationally and globally on behalf of the University and to influence decision-makers in government;
- Experience of operating internationally, the capability to lead a global university by demonstrating an international outlook and knowing how to deliver successful international activities such as an overseas campus;
- An understanding of, and empathy for the civic purpose of the University of Birmingham, and the ability to lead the University so that it continues to contribute to the economic and social development of the city and the region;
- The ability to lead a major philanthropic fundraising campaign and work directly with significant donors, and to contribute to institutional collaborations with industrial and other major partners;

Understanding of the sector and policy

- An excellent understanding of the particular challenges facing the UK higher education sector and how to lead the University in response to these in a post-pandemic environment;
- The ability to influence at a national level outside their organisation, showing an understanding of both the policy environment in which their organisation and sector operates, and the mechanisms needed to influence in a positive manner;
- An appreciation of how innovation and digital technologies could support developments at institutions like the University;
- A commitment to sustainability and an understanding of the policy and implementation issues;

Personal attributes and style

- A strong commitment to the University of Birmingham and its vision, ambitions, and values;
- The ability and confidence to lead and work effectively with an experienced and capable senior leadership team, empowering leaders at all levels to deliver the University's ambitions;
- The ability to relate to and communicate effectively with staff at all levels in the University, engaging them with the University's vision and plans;
- A personal commitment to and record in effective and respectful partnership working across all staff groups;
- Sound judgement and the ability and courage to make difficult but informed decisions, including on challenging issues;
- Exceptional personal and public communication and relationship-building skills;
- An open, clear and approachable style, valuing transparency and collaboration;
- Flexibility and the ability to adapt their leadership style to different situations;
- Enterprise, energy, resilience and the ability to manage a wide range of activities and challenges simultaneously;
- The highest ethical standards and acceptance of the public scrutiny that comes with the role.

Appointment process and how to apply

The University has appointed global executive search firm Perrett Laver to support the appointment of the Vice-Chancellor.

For further details and information on how to apply, please visit <https://candidates.perrettlaver.com/vacancies> quoting reference **5015**, or contact Sukhpal Uppal on Sukhpal.Uppal@perrettlaver.com or +44 (0)20 7340 7352.

Applications will close at 12:00noon GMT on Sunday 4 April 2021.

Salary: Competitive for the role

Location: Birmingham, United Kingdom

For more information about Perrett Laver's Data Protection and Privacy, please visit our website:

www.perrettlaver.com/information/privacy





UNIVERSITY OF
BIRMINGHAM

Edgbaston, Birmingham,
B15 2TT, United Kingdom
www.birmingham.ac.uk

Designed and printed by

UNIVERSITY OF
BIRMINGHAM | **creativemedia**