



The
University
Of
Sheffield.

Appointment of Vice- President (Research)

May 2019



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Welcome

Introduction from Professor Koen Lamberts, President and Vice Chancellor

The University of Sheffield is a leading global university renowned for the excellence, impact and distinctiveness of its research-led learning and teaching across a wide range of disciplines. We continue to be recognised for our outstanding teaching and research and are ranked 75th in the world in the QS World University Rankings.

We are home to 29,000 of the brightest students and over 8,000 staff from more than 140 countries around the world. We want Sheffield to be an international centre of excellence for centuries to come, so we recruit ambitious, creative people from across the globe and we nurture their talent. We are the only university to feature in The Sunday Times 100 Best Not-For-Profit Organisations to Work For 2018.

Sheffield has six Nobel Prize winners among former staff and students and our alumni go on to hold positions of great responsibility and influence all over the world, making significant contributions in their chosen fields.

Our global reputation is reflected by our impressive student recruitment. We continue to attract strong numbers of high-performing, ambitious students from all over the world.

With our award-winning Students' Union, we share a common purpose to provide our students with the best possible experience. The level of collaboration here is clearly built on a foundation of mutual appreciation and respect and I am immensely proud of the work we do in partnership.

Our world-leading research has a real impact on our economy and society and helps enrich our teaching. We are among the top 10% of UK universities for our research strength and 99% of our research is assessed as internationally recognised or better. Our new flagship interdisciplinary University of Sheffield Research Institutes will help address some of our most pressing global social, economic and health challenges. They build on some of our acknowledged areas of research excellence and will bring together people from across all our faculties to maximise our existing strengths and support new ambitions.

We work with other leading universities, governments and multinational companies to tackle the biggest challenges facing the world today, from sustainable energy and food production to the global economy.

Our partnerships with companies, including Boeing, Rolls-Royce, Siemens and McLaren, set a new standard for industrial research. Our Advanced Manufacturing Research Centre (AMRC) has a global reputation for helping companies overcome manufacturing problems and is a model for collaborative research involving universities, academics and industry worldwide.

The University's role in supporting growth in the Sheffield City Region is clear for all to see. In the last year, we have continued to support our partners Boeing and McLaren as they build factories next to our AMRC. Our University is truly proud of that its research partnerships have attracted this level of investment from high-value global companies and hope these new facilities will act as a catalyst for further investment in our region.

It is a privilege to lead an institution and work with colleagues committed to academic excellence and making a real difference to lives across the world.

Professor Koen Lamberts
President and Vice-Chancellor



The Opportunity

This role is one of three cross-cutting Vice-Presidents in the University, reporting directly to the Provost & Deputy Vice-Chancellor. The postholder is a member of the University Executive Board, chaired by the President and Vice-Chancellor.

The Vice-President will shape and steer the University's research strategy, creating both opportunities and the necessary environment within the University for fruitful and innovative academic collaboration in Research.

Main Duties and Responsibilities:

Corporate Leadership:

- As a member of the University Executive Board, and working closely with the President & Vice-Chancellor and Provost & Deputy Vice-Chancellor, play a key part in the development and delivery of University Strategy, including leading on the development of the Research Strategy.
- Work collaboratively with other Vice-Presidents and Heads of Faculties and members of the Professional Services to develop and promote excellence and collective delivery of the University strategy.
- Represent the University at a local, national and international level and act as an influencer and advocate.
- Take a visible corporate leadership role on issues assigned and agreed by the President & Vice-Chancellor, Provost & Deputy Vice-Chancellor and the University Executive Board (UEB).
- Actively promote cross-institutional strategies and activities across research/academic programmes/portfolio matters or management.

The Opportunity

Main Duties and Responsibilities (ctd):

Research Leadership:

- Shape, sustain and steer University strategy and policy in research.
- Lead cross-University initiatives and activities to improve the overall research performance of the University and ensure rigorous standards of research integrity.
- Lead the University's strategic preparations for the Research Excellence Framework (REF).
- Position the University to capitalise on new sources of research funding such as the Global Challenges Fund, Impact, Horizon 2020, science funding and other related themes.
- Promote and support the University's prestigious Research Institutes.
- Lead initiatives to enable staff to achieve excellence in research performance and fulfil their research potential.
- Create and maximise opportunities for fruitful academic collaborations between Faculties and promote interdisciplinary research.
- Create a vibrant and thriving Postgraduate Research (PGR) community as evidenced by strong PGR recruitment and high quality support.
- Ensure that effort and resource is concentrated on key research strengths where the University is an acknowledged global leader.
- Provide academic oversight of the processes for managing research capital.
- Influence and shape the development of relevant strategy and policy at regional, national and international level, through proactive engagement with policymakers, research networks and funding bodies.
- Working with Corporate Communications, play a leading role in ensuring transparent and effective communications about research policies and achievement both internally and externally.
- Line manage and support the Deputy Vice-President for Research.
- Develop strong working relationships with Research Services in support of the University's goals and ambitions.
- Any other duties, commensurate with the seniority of the post and as determined by the President & Vice-Chancellor and Provost & Deputy Vice-Chancellor.

In addition, Vice-Presidents are expected to continue to develop their research profile, and to keep an active interest in their discipline area. They are also expected to ensure their own personal development.

About You

We are seeking an outstanding candidate who will be able to demonstrate the following:

Experience and achievements

- An excellent academic track record, with an international research standing including experience of securing significant grant income relative to your discipline and internationally peer reviewed publications showing evidence of research vision and innovation.
- Experience of working within an interdisciplinary context.
- Substantial and demonstrable experience of achievement in a large/complex organisation at a senior level.
- A good understanding of University decision making structures.
- Experience of working with, and on, national decision-making bodies.

Personal attributes

- Open, collaborative, approachable and reliable.
- Drive, enthusiasm and vision.
- Personally innovative and also able to foster an environment where purposeful creativity and innovation can thrive.
- Ability to communicate an ambitious vision, engaging all relevant stakeholders.
- Willingness to share knowledge with others.
- Able to maximise opportunities and exploit challenges.
- Influential, with the ability to positively influence across the University.
- Proactive in lobbying for change at all levels.

Education

- Background education and experience which commands significant respect amongst the academic community

Skills and knowledge

- A strong awareness of issues relating to the Higher Education sector in the UK and the challenges this poses to the University.
- A skilful strategist with a demonstrated capacity to identify and build on the synergies between disciplines.
- Proven ability to establish clear direction and plan strategically.
- Ability to empower and delegate.
- Commitment to personal development.
- Excellent interpersonal skills and the ability to work with others to build consensus and turn strategy into action.
- High levels of conceptual and analytical skills.
- Ability to oversee the implementation of a high impact research strategy.

We believe in the power of diversity to help us address big global challenges and aim to actively build diverse teams. We know that when people come together with different views, approaches and insights it leads to richer, more creative and innovative teaching and research, better understanding of student needs and aspirations and the highest level of student experience.

Terms of appointment

This is a significant and strategic appointment with high expectations, and so the successful candidate will be offered an enhanced package to enable them to become established quickly.

The post will be offered on a five-year term initially, with the option to extend by mutual agreement and is underpinned by an open-ended professorial post.

Terms and conditions of appointment:

Terms and conditions for the role of Vice-President will be those for Pro-Vice-Chancellors and other members of the Executive Board and will take precedence over the general terms and conditions for Professorial staff.

Salary for this role:

An excellent salary will be offered commensurate with the seniority of this post and the experience of the successful candidate.

The role is also eligible to earn up to 10% of salary under the University's current Executive Bonus Scheme.

Holidays:

30 days, plus 3 closure days, plus 8 Bank Holidays per year. There is also the opportunity to purchase up to an additional 10 days of annual leave.

Pension:

Professorial staff can opt to join the Universities Superannuation Scheme (USS).

Role specific benefits:

- Private Medical Insurance up to family level cover.
- A generous removal/relocation expenses package subject to the terms of the scheme.
- Appropriate administrative support.

We are happy to explore flexible delivery of the role so long as we are able to meet business needs.

We offer an excellent reward and benefits package including:

- Highly competitive pay, pension, reward and recognition opportunities linked to performance.
- An extraordinary health and wellbeing offer 'Juice', that promotes happiness and wellbeing amongst our staff through a broad range of inclusive activities.
- A comprehensive selection of benefits and offers to suit your lifestyle needs under the umbrella of The Deal.
- Participation in Sheffield Leader:Impact: our new, experiential approach to leadership.
- Access to extensive development and training opportunities.
- Award-winning equality and diversity action which enhances working life for all.

For more information on any of the above visit:
www.sheffield.ac.uk/jobs/staffbenefits

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Sheffield on this appointment. For further information about the role, including details about how to apply, please visit <https://www.saxbam.com/appointments> using reference KDDJ.*

How to apply:

Applications should be made online via <https://www.saxbam.com/appointments> using reference code KDDJ.* Alternatively telephone +44 (0)20 7227 0880 (during office hours).

Closing date:

Applications should be received by noon on 12 June 2019.

*As defined under the General Data Protection Regulation (GDPR) Saxton Bampfylde is a Data Controller. For further information on their privacy policy, please visit the following website: <https://www.saxbam.com/legal-disclaimer/>.



The University Of Sheffield.


University of Sheffield
Students' Union

The University has roots going back to 1828. Today we are one of the UK's leading universities with an international reputation for excellence. Official teaching quality assessments rate us very highly across a wide range of subjects, and excellent research excellence framework results confirm our reputation as a centre for a wide variety of world-class research. Our graduates and former staff include six Nobel Prize winners, an Olympic gold medallist and Britain's first female astronaut.

Our staff work across 49 academic departments in five Faculties: **Arts and Humanities, Engineering, Medicine, Dentistry and Health, Science and Social Science**. Each Faculty is led by a Vice-President and Head of Faculty, and supported by a senior team including a Faculty Director of Operations. The University is an independent corporation whose governing body is University's Council. The Council are responsible for the strategic development and overall performance of the University's business.

The University Executive Board is the President and Vice-Chancellor's executive group and comprises: the President & Vice-Chancellor, Provost & Deputy Vice Chancellor, the five Vice-Presidents & Heads of Faculty, the Vice-Presidents for Research & Innovation and Education, the Chief Financial Officer, the Director of Academic Services and the Chief Operating Officer.

We have also confirmed our place as a world-leading university with an international reputation for research excellence across a wide range of disciplines following the results of the 2014 Research Excellence Framework (REF) which place us in the top 10 per cent of all UK universities. We are also proud to be voted No.1 in the Student Experience Awards 2014–15.

When the University was founded over a century ago, the people of the city had a clear vision. They wanted a world-class university that would bring the highest standard of teaching and research to Sheffield, powering the economy, addressing social problems and transforming lives.

The vision is clearer than ever. We want Sheffield to be an international centre of excellence for centuries to come, so we recruit ambitious, creative people from all over the world and we nurture their talent.



Our Research and its Impact

Sheffield is a leading global university. Our research in the arts and humanities, engineering, medicine, science and social sciences, changes lives for the better and advances our understanding of what it means to be human.

We work with other leading universities, governments and multinational companies to tackle the biggest challenges facing the world today, from sustainable energy and food production to the global economy.

Our partnerships with Boeing and Rolls-Royce set a new standard for industrial research. Our outstanding performance for research, as a member of the Russell Group of 24 leading UK research universities, is consistently confirmed by independent assessment internationally. Bringing together people from diverse research backgrounds, we foster world-leading interdisciplinary research.

As a university we are developing new interdisciplinary strengths in globally significant areas including energy and the environment, healthcare across the disciplines and digital technologies.



Our Education and Student Experience

Excellence in research-led learning is one of our core values. We teach in creative and innovative ways to provide a stimulating and inspiring learning environment for our students. This is reflected by our repeated excellent performance in the National Student Survey and other league tables, showing us to be highly committed to the delivery of excellent teaching.

Our teaching is research-led and our staff are some of the leading researchers in their field. The University was rated in the top 10

in the UK for 'research power'. This gives our students the opportunity to study with top-flight researchers to gain the most up-to-date knowledge and skills.

Sheffield graduates not only have an excellent grounding in their subject area but also in the personal and intellectual qualities needed for rewarding employment and a fulfilling life beyond university. Sheffield graduates are highly regarded by employers and enjoy excellent career prospects.



A remarkable place to work

Our staff and their collective talent is the first and foremost priority for an organisation that wishes to change the world for the better through the power and application of ideas and knowledge. We are creating a remarkable place to work. We want our staff to be healthy, happy and engaged.

We encourage our staff to pursue the extraordinary. We reward and recognise generously the contributions, values and behaviours that align with those of the University. We want staff to be themselves and feel that they belong.

We build teams of people from different heritages and lifestyles whose talent and contributions complement each other to greatest effect. We believe diversity in all its forms delivers greater impact through research, teaching and student experience.

Our aim is to bring together diverse teams with the relative skills, strengths and identities to make a positive impact on the University and the world. We want to hear from people who are as committed as we are to putting diversity, inclusion and belonging into practice to make the most significant contribution we can to rising to the great challenges of the century.





The City of Sheffield

This extraordinary city is the perfect setting for ground-breaking collaborations. It's world-famous for precision engineering. Creative and digital industries account for almost two fifths of the region's jobs. Healthcare technology is another growth sector. Sheffield Teaching Hospitals is the UK's largest NHS foundation trust. Our close links with the city make innovation possible.

This is a vibrant, friendly, safe city surrounded by some of the most breathtaking countryside in the UK. It offers an excellent quality of life and proudly has the highest retention of students than any other city – many students and staff come here and never leave.

Sheffield has been called the UK's greenest city; there are 50 public parks and 170 woodlands within the city boundary. England's fourth-largest city, it has the wealth of facilities you'd expect to find in a major city, yet more than a third of the city lies inside the Peak District National Park. It is the UK's only city with a National Park within its boundary, but it offers much more than beautiful countryside.

Sheffield is geographically diverse, nestled in a natural amphitheatre created by seven hills, and fed by five rivers. This diversity has given rise to an exceptional range of activities available, from walking or climbing in the Peak District to taking a boat ride along one of Sheffield's canals.

The city of Sheffield contains an abundance of entertainment and cultural activities including award-winning theatres, museums and galleries, a variety of clubs and live music venues, and a range of spectator and participation sports. With a thriving cultural industries quarter and a range of city-wide events throughout the year, there is something on offer to suit everyone's taste and interests.

Located in the centre of the UK, at the heart of an excellent transport network, the M1 and M62 are within easy reach, there are 6 international airports within 65 miles and a bustling railway station offers access to every corner of the UK, and beyond. The main University campus lies on the western edge of the city centre and is easy to get to by car, bus and tram.

To find out more about how we work with partners and friends in Sheffield to help shape a culturally and economically vibrant city visit: www.sheffield.ac.uk/about/city