

Appointment of the Vice-Chancellor

July 2019



Lancaster Castle



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*Lancaster University is ranked
in the Top 10 in all three major
UK league tables.*

*The Guardian, The Times, and the
Complete University Guide.*

A NOTE FROM THE PRO-CHANCELLOR AND CHAIR OF COUNCIL



Under Mark Smith's Vice-Chancellorship, Lancaster has gone from strength to strength. His will be a hard act to follow. Lancaster University has had a clear strategy to strengthen research, grow student numbers, invest in the campus, promote wider participation, play a stronger role in the community and region, and develop our global presence. While there is always room for improvement, the strategy has worked. However, in common with the rest of the sector, the institution now faces a much more challenging political and financial environment.

In choosing Mark's successor, the Appointment Panel is first and foremost looking for a candidate who understands and empathises with what is special about Lancaster's culture that has been at the core of its present success. Yet we are also wanting to make an adventurous appointment as our new Vice-Chancellor. She or he will be someone who has the vision, drive, profile and leadership qualities to take the University forward with an increasing academic strength and reputation.

Lancaster has an outstanding record in combining excellence with equity. We are a top-rated research university and must remain so, but we face the challenge of scale unlike the favoured Golden Triangle and some civics. Overcoming that disadvantage requires an innovative and enterprising approach to internal specialisation, where we are strong, inter-disciplinary research centres, and productive external partnerships.

We won gold in the TEF. Our continuing financial strength and aspirations for growth depend on attracting more students with high academic potential from all parts of the UK (including London and the South East where we are presently under-represented, and perhaps also North Wales and Scotland) as well as from overseas, at postgraduate as well as undergraduate level. We must achieve this growth while at the same time sustaining the strong sense of community on the Bailrigg campus and an excellent record in student experience, reinforced by our college system. We must also maintain the highest quality of teaching: this a key part of our public mission.

We accept a special responsibility for recruiting students from state schools and deprived backgrounds. We want a Vice-Chancellor who will be a champion of diversity, both within the University community itself, for example in narrowing the gender pay gap, and in creating new pathways of opportunity for applicants from less successful schools in areas of low HE participation, of which there are several pockets in our local region, and underrepresented BAME groups.

We see ourselves as an anchor institution in the City of Lancaster with high ambitions to play a key role in regional regeneration in our home base of North Lancashire and Cumbria, as well the wider North West. The Health Innovation Campus, our involvement in the Eden North project, our role in improving the quality of management in locally based businesses are exemplars of this commitment. So is our bold partnership with the 'Class of 92' in creating a new university with a non-traditional curriculum in Trafford, Manchester.

Under Mark Smith's leadership, we have established new international ventures in China, Ghana and Leipzig in Saxony, to add to our existing successful Malaysian partnership. The task ahead is to grow these ventures and consider how they can be more deeply integrated with our teaching programmes and research at the Bailrigg campus.

We see ourselves as the outstanding 'non-Russell group' research-led higher education institution in England. A key role for our new VC will be to raise further that profile nationally and internationally. There is so much more we can, and want to do better.

Lord Liddle
Pro-Chancellor





INTRODUCTION

Lancaster's strengths in research and teaching combine with our vibrant, diverse community, beautiful campus and international collaborations to position us as a truly distinctive collegiate University.

Our students continue to be at the heart of everything we do offering close-knit support and a proud identity. Some of our greatest strengths include overall student satisfaction and employability reflected in the responses to the National Student Satisfaction survey 2018, which again has placed us in the top 10 for overall satisfaction. The University is also ranked either sixth or seventh in leading national league tables, and first in the North West, across all UK league tables, for 2019.

Our graduates are the entrepreneurs, innovators, teachers and scientists of tomorrow, helping us build our reputation as a world-leading institution and working to change our global society and environment for the better.

The nine colleges play an important part in providing support, social life and a sense of community and belonging, along with well-natured intercollegiate rivalry and competition. They have helped to forge a strong sense of identity and loyalty, and continue to be a distinctive feature of student life at Lancaster, for students from more than 140 countries.

The University has invested heavily in the campus to create new academic facilities and improved teaching spaces. It is one of our greatest assets and manages to provide the best of both worlds for 14,750 students and 3,000 staff, having a busy urban vibe, while surrounded by great parkland and sports facilities.

The last five years have seen the creation of our UA92 partnership, further investment in sports facilities, including an extended £6m fitness facility, Lancaster's Health Innovation Campus, and the Library.

The area is a great location to live and work, has outstanding schools and is likely to be further enhanced by the Eden North project in Morecambe.

The University operates a range of policies and practices that support staff to meet with work commitments alongside family and home responsibilities. These include flexible working arrangements, generous paid parental leave as well as a Pre-School Centre and numerous other inclusive practices and facilities.

To find out more about the University visit www.lancaster.ac.uk/about-us/theuniversity



UNIVERSITY OVERVIEW

A world-leading university providing the highest quality research and teaching

14,752

Student numbers
(2018/19)

2nd

in UK for graduate
employability
(Guardian - 2020)

18th

in UK for Research
(REF 2014)

Gold

Outcome in the TEF
(TEF 2017)

9

Colleges - one of the few
collegiate Universities

Top 10

in all 3 major national League

Tables

(2019)

83%

Internationally excellent/world
leading research (REF 2014)

£288M

Total income
(2017/18)

£500M

Capex investment
since 2003

Heritage and reputation

- Times and Sunday Times University of the year 2018
- Top 10 in all major national league tables and rising in international tables (eg. QS)
- Established by Royal Charter in 1964
- Set in a 560 acre parkland campus
- Member of the leading research intensive universities group in the North of England (the "N8")

Teaching excellence and student demand

- Obtained TEF Gold in June 2017
- 14,752 total students
- Top ten for student satisfaction in 2018 NSS survey
- 3rd in UK for graduate level employment in Times and Sunday Times Good University Guides

Research excellence and strategic partnerships

- REF 2014: 83% rated world leading or internationally excellent
- Only one of the N8 universities to have research funding increased following REF 2014
- Correlation between TEF and REF scores puts Lancaster amongst UK's elite, delivering both research and teaching

Financial strength

- Rated AA - by S&P
- Total Assets £525M (FY18)
- Total Income £288M (FY18)



STRATEGIC VISION

Our vision is to be a university that is globally significant – a leader in higher education that provides the highest quality research and teaching, and engages locally and internationally on the issues and debates of the day and future.

Driven by research, and stimulating learning, the globally significant university informs and changes practice and thinking worldwide.

The current strategic plan is for the period up to 2020; it is foreseen that the new VC will lead the development of the next plan.

Specifically, Lancaster's priorities are:

Research that changes practice and thinking

To undertake research of the very highest quality by international standards, as recognised by our peers and by users and adopters.

Teaching that transforms people's lives and society

Continue to improve the quality and reach of our teaching in order to prepare our graduates to lead responsible, intellectually curious, productive and fulfilling lives within a complex and inclusive

global society. In order to achieve this we will focus on the four core themes of employability, internationalisation, sustainability and inclusivity.

To engage actively with students, businesses and our communities

Use our collective intellectual and wider capabilities for economic and societal benefit. In doing so, we engage with businesses, including small and medium enterprises, as well as policymakers and other agents of social and economic change and development, including charities, NGOs and other international organisations.

We will strengthen these ties, building innovative and interdependent relationships that inform and stimulate our research and teaching.

Our strategy is only as good as our ability and capacity to deliver it. We will continue to deliver this strategy through the following dimensions:

- The best staff
- An international university
- Ensuring sustainability
- A great place to work and study
- A digitally innovative university

RESEARCH EXCELLENCE

88% of Lancaster's research has been recognised as being internationally excellent or world leading.

- The only member of the N8 to have had funding increased because of the quality and volume of its research
- Research partnerships in over 60 countries worldwide
- 83% of research ranked world leading or internationally excellent
- Business & Management ranked 1st for research power
- LUMS is the leading research intensive management school in the UK
- Politics, Philosophy & Religion ranked 3rd overall and 1st for impact
- Sociology – 3rd overall and 2nd for impact
- Maths & Statistics – 5th overall and 3rd for impact
- English Language and Literature – 3rd for research power, behind only Oxford and Cambridge
- 52% increase in research grant awards in FY17
- 2016/17: record research application (over 900 applications, with a value of over £250M)
- 2015/16: second ranked Research Council grant application success rate behind Cambridge

The Ruskin Centre for Culture, Energy Lancaster Landscape & Environment



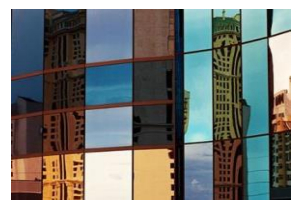
Focusing on the nature of human existence within its environment



Working with global partners to develop secure and sustainable energy supplies



A centre of excellence for interdisciplinary research around ageing and age-related disease



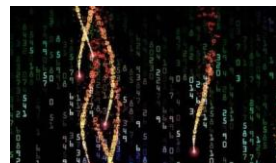
Combining social theory with research and innovation to bring long-term sustainability to mobile life

Security Lancaster



Working with government and industry to find new ways to secure and protect individuals and organisations. Has GCHQ accreditation for its masters programme

Data Science Institute



A joined-up approach to data-driven research challenges, from infrastructure to global problems

Materials Science Institute Institute for Social Futures



New institute home to a field of study practised at only a handful of world-class universities



Combining social science and humanities with science and technology research



An artist's impression of Eden Project North, a proposed new attraction for the town of Morecambe in Lancashire. (credit: Grimshaw Architects)

INNOVATION AND PARTNERSHIPS

A CIVIC UNIVERSITY

Lancaster is a leading university with a firm commitment to its city and region. From the doctors in the city's hospital to the brilliant energy of its spin-out companies, Lancaster University makes a considerable impact on our region but we couldn't do any of this without the support of our local community. Many people throughout our region feel the direct benefits of our research.

For example, researchers from Lancaster University are exploring whether technology could be the key to tackling the UK's loneliness epidemic by better connecting older adults with their communities. As part of their €2.9 million 'Mobile Age' project involving more than 100 older adults across Europe, the team created a new app which is being rolled out in South Lakeland, Cumbria to address social isolation.

UA92

University Academy 92 (UA92) is a game-changing higher education experience, developed by Lancaster University and the Class of 92, in partnership with KPMG and Microsoft. Their industry-focused degree programmes aim to take students on a personal development journey that goes far beyond a traditional academic degree.

LANCASTER MEDICAL SCHOOL

Originally part of an expansion of medical training announced by the Higher Education Funding Council for England, the Medical School's aim has been to increase the number of doctors in the region because evidence shows that medical students are more likely to stay in the area where they studied. Lancaster Medical School began in 2006 with 50 students and now has 125 places for 2019 entry.

HEALTH INNOVATION CAMPUS

Lancaster's cutting edge, £41M health campus has been developed to work with the NHS and public authorities to improve health outcomes at the population scale, while fostering economic growth by helping businesses develop and market innovative health solutions.

As well as improving health, it will also support the regional economy, providing a catalyst for wealth creation by attracting major investment, supporting job creation and the growth of local businesses. The campus will provide exciting opportunities to innovate around digital platforms, health materials, process engineering, and healthy places; while later phases include plans for facilities for biomedical, life and physical sciences.

EDEN PROJECT NORTH

A major new attraction in Morecambe, Lancashire. Led by the Cornwall-based environmental charity The Eden Project with other northern partners including the University, Lancashire Enterprise Partnership, Lancashire County Council and Lancaster City Council, Eden Project North will be designed to help the regeneration of the area socially, economically and environmentally. Eden in Cornwall has contributed £2 billion to the local economy and welcomed more than 20 million visitors since it fully opened in 2001.

KNOWLEDGE EXCHANGE

Knowledge exchange is a core part of our mission and Lancaster University has a strong track record of working across the North West region to stimulate economic growth and support the development of a knowledge economy. The University has been working with SMEs since the late 1990s. In that time, over £220 million has been secured from European and Government funding which has enabled almost 10,000 SMEs to be supported and over 10,000 jobs to be created or safeguarded. An independent evaluation has shown that for each £1 invested, £14-16 of additional benefit is generated for the regional economy.

As part of the government's Made Smarter initiative, Lancaster University will be helping to tackle the next generation of manufacturing challenges in the North West to ensure the area is leading the way in Industrial Digital technologies and supporting SMEs to revolutionise their manufacturing processes. Our Management School will be working with SMEs to enable them to embrace new technologies which emerge from innovative partnerships such as our joining 4.0 Innovation Centre with The Welding Institute (TWI), which is focused on the digitalisation of joining and associated manufacturing technologies.

DIGITAL LANCASTER

We are committed to exploring opportunities for digital collaborations with the City of Lancaster and wider region, as well as nationally and internationally. This has already seen the deployment of some WiFi hotspots in Lancaster and Morecambe; and the development of the iLancaster City, Coast and Countryside app which delivers a wide range of interactive services, local information, visitor guides and event listings direct to mobile devices.

LANCASTER ARTS

Lancaster Arts is the University's award-winning arts provider aiming to support cultural and artistic engagement at the highest level through a programme of internationally renowned contemporary theatre, dance, visual art and classical music. As well as inviting the public to the distinctive campus-based performance spaces - the Nuffield Theatre, the Peter Scott Gallery and the Great Hall - we are proud to work with a range of arts partners across Lancashire, Cumbria and beyond.



GLOBAL LANCASTER

One of our primary strategic goals is to establish Lancaster University as a global leader in higher education. We define global leadership as being a 'go to' university for research and teaching that transform lives, communities, practices and thinking in countries across the globe. Lancaster University has more than 148,000 alumni in over 180 different countries worldwide.

Global Partnerships

Lancaster is constantly developing partnerships across the world to ensure it delivers teaching that takes students to the frontiers of knowledge and produces graduates who can compete in a global job market. Lancaster has four strategic partnerships teaching validated Lancaster degrees overseas in Ghana, China, Malaysia and, most recently, Germany. Further information on Lancaster's global campus can be found here www.lancaster.ac.uk/partners



A Campus Touching Every Continent

Students from over one hundred countries make up our diverse campus. Our community extends far beyond this though: through business partnerships, our alumni network and stakeholders in our regional communities. Lancaster is an open and welcoming community that values equality and diversity. Our promotion of global values ensures Lancaster is a welcoming environment for international students and staff.

International research: case study - Global Challenges Research Fund award

Lancaster University is leading ground-breaking projects to work in partnership with African researchers addressing the urgent need for safe and effective water use in Africa. Led by Professor Nigel Paul, Lancaster University will bring together leading researchers in the UK, Ghana and Nigeria with African entrepreneurs, policy makers and community leaders. Funded by the UK's Global Challenges Research Fund, it is part of a new £225M raft of investment which aims to grow research capability to meet the challenges faced by developing countries.

INFRASTRUCTURE DEVELOPMENTS

Located on a beautiful campus in the North West of England, the University places great emphasis on a strong student experience. Having invested £500M since 2003, Lancaster has created the complete campus: a self-contained community with world-class facilities.

Recent campus developments have included a full refurbishment of the library, a £15M refurbishment of Chemistry facilities, rejuvenation of the walkways around campus and a £14M refurbishment of the University's Physics centre. Below is a snapshot of further current developments:

Health Innovation Campus (£41M)

- World-class centre of excellence to transform healthcare and change medical practice regionally, nationally and internationally.
- It will bring together innovators, academics, entrepreneurs, businesses, local government, community and health care.
- The Health Innovation Campus will be co-located with Lancaster University's Faculty of Health and Medicine, recognised as one of the top UK establishments for training doctors.
- Work has started on site.



Sports Centre Expansion (£6M)

- The University is significantly investing in sports facilities across the campus.
- Recent improvements include a new facility for strength and conditioning and a Human Performance Laboratory.
- A new 1,347 m² sports hall is currently under construction and will accommodate a variety of full-size courts including a basketball court and eight badminton courts.



LUMS Space Programme (£47M)

- Following an international competition with the Royal Institute of British Architects (RIBA) Feilden Clegg Bradley Studios have been appointed to redevelop the Management School.
- The project will create a truly world-class and innovative teaching, research and business engagement environment to cater for the future needs of students, staff and business partners.
- The works to be carried out play a major part in the LUMS strategic ambition to be recognised as a leading international management school.
- Estimated completion date is December 2020.





OUR STUDENTS

Students who choose Lancaster have the opportunity to expand their horizons at an internationally diverse campus with a thriving college system. We offer over 280 undergraduate degree programmes and are home to a dynamic postgraduate community. We offer taught Masters degrees, such as MSc, MA and MBA, across a wide range of subject areas.

We believe in the importance of creating a culture of inclusivity and in the importance of providing all students, regardless of their background or individual barriers, with the opportunity to succeed in higher education and beyond. We continue to perform strongly against our benchmarks for Widening Participation offering a programme of interventions at every stage of the student journey to support and empower students.

We were one of the first universities to receive a Gold rating in the Teaching Excellence Framework and we are ranked in the top three for graduate employment according to the Complete University Guide 2020. The 2018 National Student Survey reveals that 88% of Lancaster University students are satisfied overall – compared with a national average of 83%.



OUR PEOPLE

Lancaster's success depends on the talented, creative and committed people who work hard to make this University so special and distinctive.

Our vision for the future is to be a sustainable and academically excellent institution recognised as one of the leading universities in the world.

You will be joining a university which is amongst the best on any objective measure, but also modern, forward thinking, quick and nimble in adopting the latest developments in teaching and research. Lancaster University is committed to attracting, developing and retaining the best staff, to attracting and celebrating diversity, and recognising how all staff contribute to and enhance the overall success of the University.

Our People Strategy 2020 clearly articulates that the core strength of our university is our people. Further details on our People Strategy can be found at www.lancaster.ac.uk/hr/people-strategy



LIVING IN LANCASTER

Lancaster is an historic city offering excellent restaurants, shopping, arts and culture amid stunning Georgian architecture and panoramic coastal views across Morecambe Bay, with the breathtaking scenery of the Lake District only half an hour away.

Lancaster itself is situated in the picturesque rural landscape of North West England. A magnificent twelfth century castle overlooks the city, and in the lush green space and woodland of Williamson Park the iconic Ashton Memorial gives superb views of the Lakeland fells across the sweeping Morecambe Bay coastline.

Lancaster's river, the Lune, runs along the edge of the neighbouring Forest of Bowland, an Area of Outstanding Natural Beauty, and meanders past many villages before flowing through the city and finding its way to the sea.

One of the top ten most vibrant cities in the UK (the Experian Vibrancy Report), Lancaster is brimming with arts and culture. The city's arts venues often play host to major theatre and comedy tours, as well as independent productions, and film fans have the choice of an independent cinema, a

multiplex, and even a cinema on the University campus.

With a number of galleries and museums located in the city, there's plenty for lovers of the arts to get their teeth into. There is an abundance of both traditional pubs and wine bars within Lancaster, situated along the banks of the canal, through the streets and even underneath the city in the castle's former wine cellars. Live music venues all over the city are home to guitar, electronic, folk, classical and jazz gigs. The University's 'travel to' area stretches past Lancaster and Morecambe from the Lake District to Preston and east along the Lune Valley, offering a range of housing from city centre to rural environments.

Housing is varied from old townhouses to barn conversions and new build, and is competitively priced. The University also has access to a range of exclusive rental properties via its relationship with the Duchy of Lancaster. Further information on the city of Lancaster can be found at www.visitlancashire.com/explore/lancaster

For candidates who are relocating to Lancaster further information on the local areas can be found at www.lancaster.ac.uk/new-staff/relocation



THE ROLE

Lancaster University is a global university, ranked consistently in the top 10 within the UK, and we are renowned for delivering excellent research and teaching, which is collaborative, interdisciplinary and innovative.

The next Vice-Chancellor will lead the development of a new strategy that will ensure Lancaster continues to excel, progress and evolve during an era of significant external volatility. Important choices will need to be made, including balancing risks and taking bold steps to drive forward the University and ensure it adapts to maintain progress and remain on our current trajectory.

We require a leader who has real insight and vision in the context of global higher education. They must have the capacity and personality to

inspire, enthuse and motivate a committed and collegial workforce, student and alumni community. They will also need to actively engage

with our stakeholders, progress existing relationships and cement new ones which will enhance the University's reputation, impact and profile.

The Vice-Chancellor is the chief executive and chief accountable officer of the University, responsible for providing academic and professional leadership. They will ensure that:

- the University is guided by a clear sense of mission and strategic direction which is well understood, fully aligned with our values and is responsive to changes in the social, economic and political environment
- the University strives for excellence in all areas, with particular focus on delivering:
 - world-leading research
 - outstanding teaching and learning
 - engagement, knowledge transfer and enterprise
 - and above all an exceptional student experience.

Key accountabilities

People and culture

- Continue to shape and evolve our culture, to ensure Lancaster has a diverse, highly engaged and productive workforce
- Lead and engage staff and students in continuing the evolution of the institution's values so that it becomes a beacon of equality, diversity and inclusion
- Prepare the institution for a period of innovation and development and guide staff and students through this
- Inspire, motivate and support staff at all levels and encourage them to achieve their full potential in teaching, research, engagement activity and delivering world class professional services
- Promote health and wellbeing across the University's campuses for all students and staff

Institutional leadership

- Ensure that the University has a dynamic and forward-looking approach to academic development which supports the University's ambition to be in the global top 100
- Work with the Executive, Deans and the Finance and General Purposes Committee and wider Council to ensure the long-term financial well-being and sustainability of the University
- Work with Senate, the Students Union, the Colleges and Faculties to ensure the provision of an inspiring world-class student experience
- Continue to position Lancaster nationally and internationally, through partnership development and other methods, as an ambitious and innovative institution

Strategy development and implementation

- Translate the new strategic plan into appropriate, ambitious, realistic objectives and targets that can be successfully delivered
- Develop the University's new strategic plan for approval by Council
- Lead and inspire the senior leadership of the University in the effective delivery of the University's strategic plan and ensure financial sustainability
- Lead the recruitment of the highest-quality academic and professional services staff
- Ensure the University's financial plan is fit for purpose and provides long-term financial security for the institution and has within it sufficient scope for growth
- Lead the Estates Masterplan implementation to ensure the University estate provides a high-quality environment for students and staff
- Identify and acquire funding from non-public and philanthropic sources, and develop activities and relationships that identify and secure new income streams for the University
- Ensure that the University is at the forefront of digital innovation in its delivery of teaching and research, aligned with global trends and future developments

Governance

- Develop and maintain an effective working relationship with the Chair of Council in order to work together in meeting the highest standards of corporate governance, and supporting Council in fulfilling its duties

Stakeholder engagement

- Ensure good governance, effective decision-making and appropriate scrutiny of the University's business
- Chair the Senate to enable it to fulfil its responsibilities for regulating and directing the academic work of the University
- Fulfil the responsibilities of the accountable officer and ensure compliance with the regulatory bodies, funding organisations and other interested parties
- Influence and advocate on behalf of the University through active engagement with the sector, N8, industry, government, business, alumni and other stakeholders
- Maintain and enhance relationships with local, regional, national and international partners to deliver the University's vision and strategic aims
- Position Lancaster as a partner of choice for collaborative research programmes and large-scale initiatives, further extending the University's engagement with industrial, public sector and university partners
- Lead development activities, including fundraising campaigns and the reinforcement of the University's reputation and scope, both in the UK and internationally





PERSON SPECIFICATION

It is essential that candidates complement and help further shape the values and aims of the University and are able to display and advocate these in the way in which they perform their duties. These include:

Skills and abilities

Our Vice-Chancellor will have demonstrable experience and skills in the following areas:

- An ability to build credibility, trust and respect with academic and professional colleagues, with our students and within the sector
- A strong sense of vision for the University, a highly strategic outlook, and the leadership ability to cohere all members of the University community behind this approach
- An ability and commitment to deliver innovation and behavioural change in relation to equality, diversity and inclusion
- Personal resilience and the capacity to respond flexibly to new opportunities and challenges
- A capacity to identify and implement innovative and creative solutions to complex problems and engender support
- A collegial approach and the capacity to encourage effective team-working and enable leaders to successfully deliver shared objectives as well as the ability to empower colleagues throughout the organisation
- Adherence to the Nolan Principles of Public Life, Health and Safety Legislation and the organisational leadership requirements of other relevant regulatory frameworks and codes

Knowledge

Our Vice-Chancellor will be able to evidence a deep understanding of:

- Higher Education (both within the UK and overseas), including policies and funding mechanisms for teaching and research
- The factors that influence exceptional teaching, learning and the delivery of a high-quality student experience
- The development of an ambitious research strategy and how to achieve and sustain excellence in a research-intensive environment
- The global nature of higher education and the mechanisms by which international reputation and success might be achieved
- How to develop and sustain partnerships with institutions globally
- The economic, civic and societal contributions expected of leading universities and the mechanisms for achieving success in this area of work

Experience

Our Vice-Chancellor will have substantial experience in many of the following areas:

- Developing and successfully implementing a vision and strategy for a large, complex organisation which has multiple partners and extensive international activity

- An academic or academic aligned track record and profile that has led to demonstrable outcomes and impact
- A proven track record of outstanding leadership at a senior level, with significant involvement in the management of staff, finances and other resources
- Demonstrable record of leading organisational change to ensure structures and systems are fit for purpose
- Excellent ambassadorial, interpersonal and communication skills and a proven ability to engage with a variety of stakeholders, benefitting the external profile of a major organisation
- Leading, or participating in, large estates development projects and also in the development of international campuses and/or sites
- Leading positive change in the profile of, and outcomes relating to, equality, diversity and inclusion
- Demonstrable success in delivering widening access and participation initiatives that deliver benefit to student communities and the wider institution, or pursuing a social mobility agenda with positive impact
- Experience of successfully working through collaborative partnerships and networks, locally, nationally and internationally and across sectors

TERMS OF APPOINTMENT

Remuneration

Lancaster is offering a highly competitive reward package. Lancaster has a well-developed senior salary framework that allows for performance based progression for the Vice-Chancellor and the wider senior staff group.

Pension

For this role, the University offers the opportunity to join the Universities Superannuation Scheme (USS).

Relocation

For those relocating nationally or internationally a generous relocation package is available.

Accommodation

There is no contractual requirement for the Vice-Chancellor to reside on campus, however the University is open to discussing accommodation options as part of the overall reward package.

Flexible benefits

All staff, including the VC, are eligible to participate in the University's sector-leading flexible benefits scheme. The scheme provides staff with the opportunity to purchase benefits at discounted rates and also to take advantage of tax and national insurance savings on some of the benefits chosen.

The current benefits include:

- Pre-School Centre
- Cycle to Work scheme
- Season Ticket Loan
- Low Emission Cars
- Charitable giving
- Shopping discounts
- Dental insurance
- Health cash plan
- Sports Centre membership
- Lancaster and external courses
- Professional Bodies' membership fees
- Car parking
- Subsidised annual bus pass
- Discounted staff dining card
- Local retail discount card
- Theatre membership
- Home technology

HOW TO APPLY

Saxton Bampfylde Ltd is acting as an employment agency advisor to Lancaster University on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code KAE0B.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter.

** The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.*



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