



Swansea
University
Prifysgol
Abertawe

SWANSEA UNIVERSITY

Pro Vice-Chancellor, International

Appointment Brief. March 2020



SWANSEA UNIVERSITY

Making Waves Since 1920

Swansea University is a research-led institution that thrives on exploration and discovery. We offer a compelling balance of excellent teaching and research, matched by an enviable quality of life on our two beachfront campuses. As we enter our centenary year, we are extremely proud of how the University has contributed to the transformation of Swansea as a city of distinction, since 1920.

With more than 20,000 students, the University has enjoyed a period of tremendous growth, which has been matched by the highest standards of student experience.

We are ranked in the UK top 10 for overall student satisfaction, by the National Student Survey (NSS) and were awarded University of the Year, in the 2019 What Uni Student Choice Awards 2019. Swansea University also took the top spot in the International category, and were placed third in the Postgraduate, and Course and Lecturers categories. We are the Welsh University of the Year, and Runner-up UK University of the Year in the 2019 Times and Sunday Times Guide.

We also hold a gold rating, the highest possible, in the national Teaching Excellence Framework (TEF). Our graduates enjoy excellent opportunities, evidenced by our UK joint 5th ranking for graduate prospects, equal with the University of Cambridge.

The Research Excellence Framework saw us achieve our ambition of being a top 30 research university, experiencing the highest rise up the league table of any university, from 52nd in 2008 to 26th in 2014. This demonstrates Swansea's commitment to providing world-leading, globally collaborative and internationally recognised research.

We have excellent industrial collaborations that drive economic growth, foster prosperity, and enrich the community and cultural life of Wales.

Swansea university is committed to promoting gender equality, diversity and inclusion, and has been a member of the Athena SWAN Charter since 2008. We proudly hold a Silver Institutional Award; the highest standard currently awarded to any UK University; and are the first university in Wales to achieve this.



The Abbey

A stunning historical building, rich in wildlife, at the heart of Singleton Campus; one of our two award-winning beachfront campuses

AWARDS AND RECOGNITION



CAMPUS TRANSFORMATION

Swansea University's Singleton Campus was established in 1920, when King George V laid the University's ceremonial foundation stone, at Singleton Abbey. Located in parkland, on Swansea's seafront, it was designed to be the first campus university in the UK. The Abbey remains at the heart of the campus, which has continued to develop and has been the main home of our University for almost a century.

More recently, we have established our Bay Campus: a £450 million beachfront development, which has doubled our research and teaching capacity, on the eastern approach to the city. Together with the continuing transformation of Singleton Park Campus, this development signals our intention to be one of the finest places to live, teach, research and collaborate in Europe.



Computational Foundry: a £32.5m world-class facility

A beacon for pioneering collaborations with researchers and industry, attracting further research funding and establishing Wales as a world-leading centre for computer science and innovation. *First Minister of Wales, 2018*



Bay Campus



INTERNATIONAL STUDENT GROWTH

Swansea University boasts a global reach and reputation and works with international partners to deliver world-class research, enhanced opportunities for learning and teaching, and life-changing opportunities for students.

Our campuses are vibrant and diverse with individuals from over 130 different countries making up our friendly community.

The University has continued to adapt and develop our international market reach. Our Bay Campus is home to The College (*the successor to the previously known International College Wales, Swansea [ICWS]*), which has now seen more than 2,000 students progress to the University – a 95% progression rate.

Between 2008 and 2018, we saw a 56% increase in total student numbers, across all markets. This compares with 112% growth within international student recruitment, specifically.

In 2019 we were honoured to win the International category, in the What Uni Student Awards. This recognition is testament to our commitment to internationalisation through the highest standards of student satisfaction.



INTERNATIONAL STRATEGIC PARTNERSHIPS

We have a number of sector-leading International Strategic Partnerships (ISPs).

These ISPs are distinctive because of the breadth and depth of the collaborations, which encompass research, teaching and mobility across a wide range of subject areas.

Recent years have seen a 91% increase in the number of students taking part in our Global Opportunities.

Our International strategy 2020 – 2025 focusses on our commitment to comprehensive internationalisation, evidenced through action, to infuse international and comparative perspectives throughout the University's teaching, research, and knowledge exchange activity.

Deep partnerships, co-produced with a small number of high-quality universities overseas, is at the heart of our strategy.

COLLABORATIONS WITH
127 COUNTRIES
WORLDWIDE



TRENT UNIVERSITY CANADA

Swansea University; a global destination; offers worldwide opportunities for students, through our partner universities.

Such as, the Dual Degree between the Hillary Rodham Clinton School of Law, at Swansea, and Trent University, Ontario, which allows student to complete an Arts degree and a three year Law degree.

The College, Bay Campus, Swansea



NAVITAS AUSTRALIA

A £45m joint venture between Swansea University and Navitas; a global education provider and leader in university preparatory courses for international students; saw the launch of The College, in 2018.

As the successor to the previously known *International College Wales*, the venture significantly increase the University's global reach, international profile and reputation, which is already in a strong position as a Global Top 200 University for International Students.

Our partnership with Navitas highlights the University's strong links with Australia, via Australian investment and current research links.

STRATEGIC PARTNERSHIP TEXAS

Our Texas Strategic Partnership is long-standing and successful encompassing eight leading universities and medical institutions:

University of Texas at Austin

(39th THE World University Rankings 2019)

Texas A&M University

(171st THE World University Rankings 2019)

Rice University

(86th THE World University Rankings 2019)

University of Houston

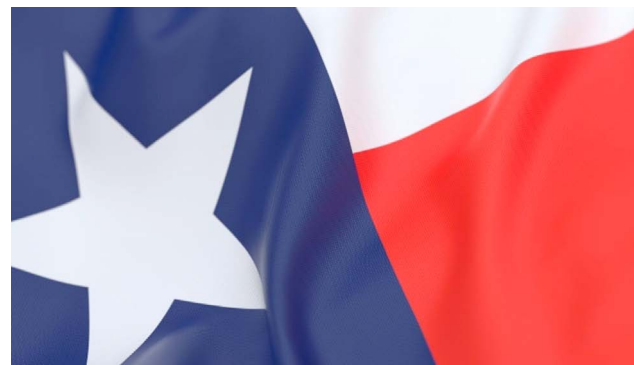
Houston Methodist Research Institute

Baylor College of Medicine

University of Texas Health Science Center at Houston

University of Texas Medical Branch at Galveston

It has led to 188 student exchanges in five years, 167 joint publications, over 12,000 citations and nearly \$300,000 scholarship and mobility funding secured.



STRATEGIC PARTNERSHIP GRENOBLE



Caroline Bissardon

The first Grenoble-Swansea PhD graduate, and winner of the L'Oreal-UNESCO Women in Science Award

Our Strategic Partnership with Grenoble is an innovative multi-disciplinary model for international co-operation, adding value through academic differentiation. Encompassing a community of universities and research organisations, in the Rhone-Alpes region of France, it has a combined population of over 65,000 students.

This long-term sustainable partnership started in 2012 as a research collaboration in nanoscience, energy and ageing with University Joseph Fourier Grenoble (UJF).

It has since developed into a unique, institution-wide multi-disciplinary collaboration with Univ. Grenoble Alpes: a major scientific site in France, and an integrated university that regroups higher education and research stakeholders in Grenoble.

The Partnership includes Université Grenoble Alpes; Grenoble Institute of Technology (Ecole Polytechnique); CNRS and INRIA.

INNOVATION & ENTERPRISE

Swansea University was founded by industry, in 1920, to deliver for industry. Nearly one hundred years on, we continue to have impressive links with commercial and industrial partners across a range of sectors. We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

We are committed to promoting and supporting collaborations that lead to innovation. We are proud to have homegrown, award-winning enterprises actively working with the University. We currently have:

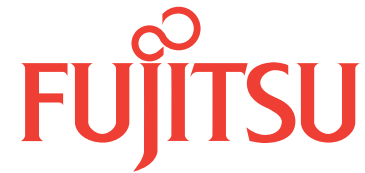
- over 40 companies co-located on our campuses;
- over 30 Bay Campus spin-out enterprises, since it opened in 2015;
- been awarded 1st in Wales, and 5th in the UK for Staff start-ups active after three years (HEBCI 2018).

We listen to business needs and have developed effective strategic collaborations that are mutually beneficial, helping to;

- solve industry challenges and discover new opportunities
- provide two-way access to talent and future-proofing skills for industry
- provide commercial opportunities such as flagship industry co-located centres.

In recognition of the university's importance to the Swansea Bay City Region, we have pledged, alongside Swansea Council, to work closely to create more jobs, improve education and continue promoting a culture of enterprise and innovation.

We have a number of significant, long-term partnerships with industry, ranging from TATA and Rolls Royce to the DVLA and SKY.



Driver & Vehicle
Licensing
Agency



AIRBUS



TEACHING EXCELLENCE

Swansea University currently holds TEF Gold, the highest possible rating in the national Teaching Excellence Framework, cementing its position as a top UK university. We are an ambitious institution providing an outstanding and balanced academic environment that enables students and colleagues to excel.

Commitment to diversity, combined with our ability to take students with low entry tariffs whilst achieving sector-leading graduate employability, demonstrates the value that is added by the University's rich student experience and teaching quality. The University is one of the UK's leading HEIs for learning gain, with graduate employment at the heart of our provision. This is evidenced by Swansea being in the UK top 5 for graduate prospects and top 10 for overall student satisfaction (Guardian University Guide 2020).

Colleagues at Swansea are committed to professional development, continually providing inspirational and transformative learning, working at the leading edge of teaching activities. Our Academic community includes

individuals who have received independent recognition for their achievements such as; BMA Cymru Wales/BMJ Clinical Teacher of the Year; WISE Innovation award winner; Nation's Lifesavers – top 100 individuals; Advance HE National Teaching Fellowship; and many more.

Our teaching colleagues are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

We also have a number of unique academies and services, that leverage our research credentials and industry partnerships to support our world class teaching and learning offering.

Our state-of-the-art Health and Wellbeing Academy provides opportunities for students to work alongside highly qualified practitioners, in a professional, relaxed and friendly environment. The academy supports the health and wellbeing of people in local region and in

2018 it was recognised for its achievements; winning Social and Community Impact category, in the Guardian University Awards.

The Swansea Employability Academy (SEA), in partnership with the Students Union, provides funding for student-led employer engagement events. SEA enables students to lead on their own initiatives, ensuring that learning and experience exists in tandem, resulting in successful graduate career opportunities.

Academi Hywel Teifi is our centre of excellence for studying the Welsh language and literature. It promotes Welsh-medium teaching and research across the range of subjects, and works to ensure a greater status for the language in all aspects of the University's life and in south-west Wales.

All our academies focus on enhancing teaching and learning excellence and aim to maximise the benefits not only to our students and colleagues, but to the wider community too.



Health and Wellbeing Academy

A College of Human and Health Science initiative, supporting the health and wellbeing of people in south-west Wales.

RESEARCH EXCELLENCE

As a top 30 research-intensive University, we continue to excel with over 90% of our research being classed as world-leading or internationally excellent for the difference it makes in society. We have had a 300% increase in UKRI funds since 2014, and our overall research income has increased by 70% in 10 years. In alignment with this growth, we have expanded our research facilities, marked by the opening of our new science and innovation Bay Campus.

Swansea University has been ranked 22nd in the UK for research impact, outperforming 11 Russell Group Universities (REF 2014). We are committed to research with real-world benefit; whether it be in the capture of carbon dioxide to create a greener plastic, or in building houses that act like power stations; to regenerating and transforming industrial landscapes or understanding better the needs and aspirations of an ageing population.



BLOODHOUND Supersonic car

An industrial collaboration with the College of Engineering, following the success of the THRUST Supersonic Car, which currently holds the world land-speed record

THE CITY OF SWANSEA

Swansea is a coastal city that is both picturesque and cosmopolitan, offering an excellent quality of life. Wales' city by the sea and birthplace of Dylan Thomas, it is a lively and vibrant maritime city with a population of 240,000.

Swansea University boasts strong ties with the city, as a sponsor of Swansea City Football Club and through our commitment to collaborating with local partners.

Between 2014 – 2017 the Vibrant and Viable Places Scheme, a joint venture between the Welsh Government and private investors, brought £10.2 million of investment into the city centre. The project generated hundreds of jobs as well as the redevelopment of 58,000 square feet of commercial space.

The city is set to continue evolving at pace with The Swansea Bay City Deal; a £1.3bn investment secured by the Swansea Bay City Region for 11 major projects across Pembrokeshire, Carmarthenshire, Swansea and Neath Port Talbot; being a key factor.

The city has direct links to London and Manchester and is a short train journey from the city of Cardiff.

Only a stone's throw away, the Victorian resort of Mumbles, also known as the 'Gateway to Gower', offers a fantastic array of attractions, including a pier, traditional boutiques, craft shops and ice-cream parlours. The Gower Peninsula – designated Britain's first 'Area of Outstanding Natural Beauty' – extends west of Mumbles in a succession of stunning coastal and rural sceneries.

To the east, the 'Waterfall Country' at Afan and the Vale of Neath is a haven for walkers and bikers alike. A journey west, takes you to Britain's only coastal national park: Pembrokeshire. Swansea is also privileged to be less than an hour's drive from the Brecon Beacons National Park.



BENEFITS OF WORKING AT SWANSEA UNIVERSITY

Swansea University provides an excellent working environment, supported by our warm and welcoming campus communities.

We value people for their skills regardless of their background and are proudly named as a top employer in the annual Stonewall Equality Index. Our Athena SWAN awards also recognise our commitment to gender equality.

Our teaching colleagues, are supported by the Swansea Academy of Learning and Teaching (SALT), which is home to resources and support for all learning and teaching enhancement.

Our dedicated Research, Engagement & Innovations Services (REIS) team work across both campuses, to support the entire lifecycle of research ideas, from grant capture, to project management, the commercialisation of research, and the development of business ideas.

Colleagues can also benefit from our state-of-the-art Health and Wellbeing Academy, which provides opportunities for individuals to benefit from highly qualified practitioners, in a professional, relaxed and friendly environment, whilst supporting the training of our students.

We know that people have commitments outside their job, so we provide a working environment that allows employees to achieve the right work/life balance for them. We have a range of additional benefits, all supported by the services of our award-winning HR department. Please see our '**Benefits of working at Swansea**' webpages.



UNIVERSITY STRUCTURE

SENIOR MANAGEMENT TEAM

The University is led by the Senior Management Team, consisting of:

Vice-Chancellor

Professor Paul Boyle

Registrar & Chief Operating Officer

Mr Andrew Rhodes

Provost

Professor Steve Wilks

Pro Vice-Chancellor (Research & Innovation)

Recently appointed

Pro Vice-Chancellor (Education)

Professor Martin Stringer

Pro Vice-Chancellor (International)

This is the role being appointed

Director of Finance

Mrs Sarah Jones

ACADEMIC COLLEGES

The University has seven Academic Colleges based across both campuses, each led by a Head of College:

College of Arts and Humanities

Professor John Spurr

College of Science

Professor Matt Jones

College of Engineering

Professor Huw Summers

College of Human and Health Science

Professor Ceri Phillips

Hillary Rodham Clinton School of Law

Professor Elwen Evans QC

School of Management

Professor Katrina Pritchard, Professor Mike Williams

Swansea University Medical School

Professor Keith Lloyd

PROFESSIONAL SERVICES

Eleven Professional Service Directorates support the University's work. Each Director reports to the Registrar and Chief Operating Officer and is responsible for ensuring efficient and effective professional services across the University's activities.

Academic Services

Marketing, Recruitment & International

Estates and Facilities Management

Planning and Strategic Projects Unit

Finance

Research, Engagement and Innovation Services

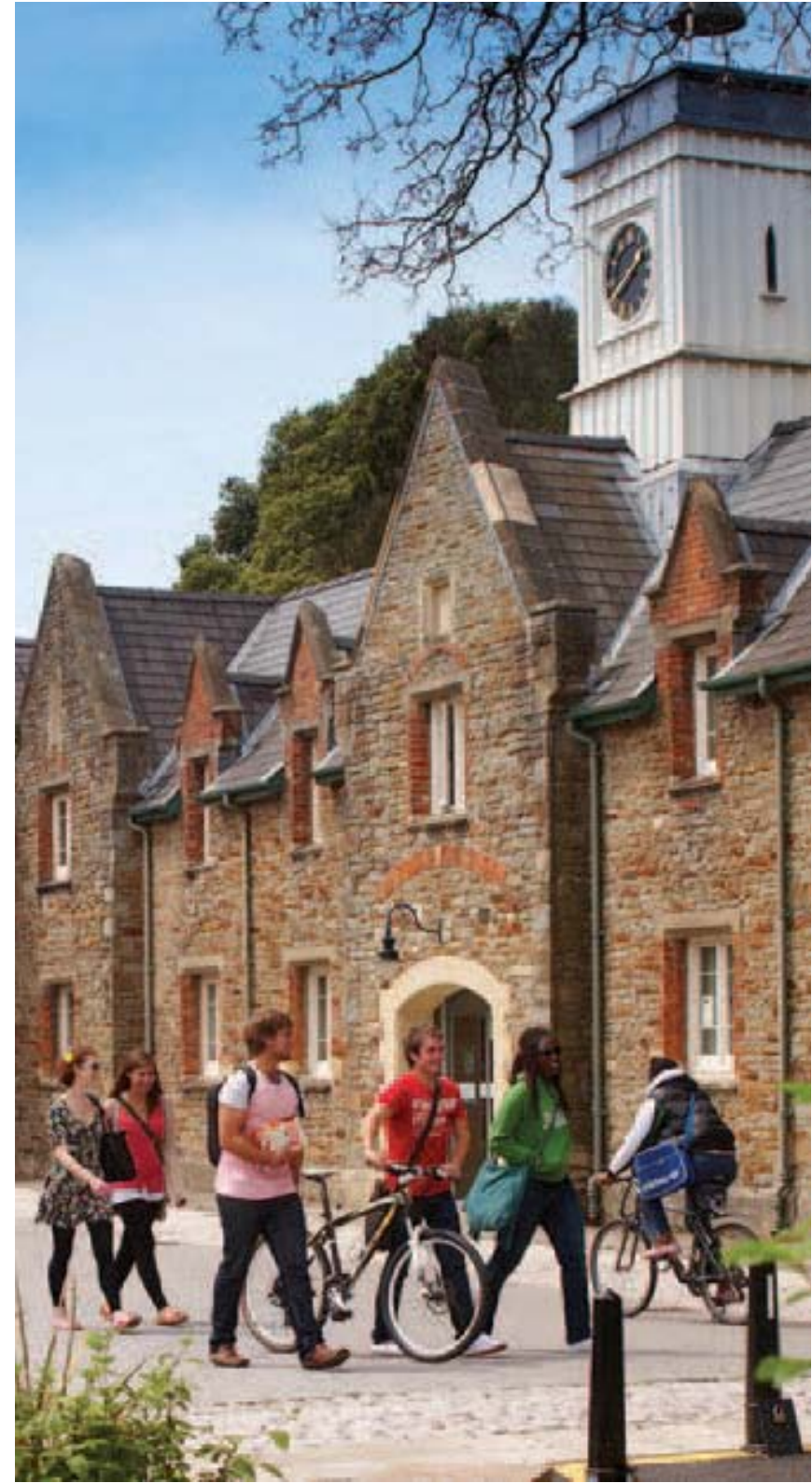
Human Resources

Student Services

Information Services and Systems

Strategic communications

Legal and Governance Services



UNIVERSITY GOVERNANCE

THE UNIVERSITY COUNCIL

The Council of Swansea University is the governing body and is responsible for determining the University's strategic direction, and for the University's finance, property, investments and general business of the University. The Council, which meets several times a year, currently consists of 28 members, the majority of whom are lay members not directly connected with the University. The current membership is as follows:

Chancellor

Professor Dame Jean Thomas

Pro-Chancellor and Chair of Council

Mr Bleddyn Phillips

Pro-Chancellor

Sir Roderick Evans

Treasurer

Currently vacant

Vice-Chancellor

Professor Paul Boyle

Pro-Vice-Chancellors

Professor Martin Stringer, Professor Steve Wilks

Lay Members Appointed by the Court of Swansea University

Mr Gordon Anderson, Dr Kerry Benyon, Mrs Jill Burgess,
Professor Kathryn Monk, Ms Elin Rhys, Mrs Gaynor Richards

Staff Members appointed by and from the Senate

Dr Ryan Murphy, Professor Joy Merrell, Professor Nuria Lorenzo-Dus,
Dr Sian Rees

Lay Co-opted Members

Mrs Rosemary Morgan, Dr Angus Muirhead, Mr Bleddyn Phillips

Trade Union Representatives

Mr Adrian Jenkins, Professor Sue Jordan

President of the Students' Union

Ms Grace Hannaford

Students' Union Sports Officer

Ms Ffion Davies

THE UNIVERSITY SENATE

The University Senate is the senior academic body in the University and is responsible, subject to the approval of Council, for regulating and superintending the courses, awards and qualifications provided by the University. The Senate draws its membership from the academic staff and students of the institution.

THE UNIVERSITY COURT

The Court, a large body with over 300 members, stands above the University's main decision-making machinery, representing the Institution's stakeholders. Most members of the Court are external to the University, representing the local community and other designated bodies with an interest in the work of the University.



AMBITIOUS PLANS FOR 2020

THIS IS AN EXCITING TIME TO JOIN SWANSEA UNIVERSITY.

The University was founded by industry, in 1920, to deliver for industry. One hundred years on, we continue to have impressive links with commercial and industrial partners across a range of sectors. We lead Wales in research areas critical to economic growth and population well-being including Environmental Sciences, Medicine and Engineering.

We are currently developing our new strategic plan, as we embark excitedly on our second century.



THE ROLE

Job Title:	Pro-Vice Chancellor (International)
Salary:	Competitive
Hours of work:	Full time, 35 hours per week
Contract:	Permanent
Location:	Singleton and Bay Campuses, with regular international travel as required

BACKGROUND

A world-leading international reputation, along with strong international student recruitment and an attractive transnational education (TNE) offering, is crucial to the University's continuing success. The Pro-Vice Chancellor (International) will lead the development and implementation of the University's Internationalisation strategy, building and leveraging global partnerships and networks in order to continually enhance the University's international standing, deliver academic and commercial partnership opportunities, increase international student recruitment and opportunities for students to gain international experiences as part of their studies.

Reporting to the Vice Chancellor, this is a strategic Academic leadership role and an influential part of the University's Senior Leadership Team. The post-holder will work closely with the Vice Chancellor and the rest of the senior leadership team to further the University's overall academic and business development, whilst working closely with the leaders of our Professional Services to ensure that resources and processes are appropriately aligned to support the University's strategic internationalisation objectives.

MAIN PURPOSE OF POST

1. Lead the development, implementation, reporting, evaluation and continuous improvement of the University's Internationalisation Strategy;
2. Work closely with senior Academic and Professional Services colleagues to ensure there is a coherent strategic approach to driving forward the University's Internationalisation aims and objectives;
3. Develop, implement, evaluate and continuously improve a TNE portfolio that enables increased international student recruitment and associated income growth;
4. Develop and strengthen partnerships with global businesses, industries, HE institutions and NGOs to deliver and capitalise on new commercial and academic collaborative opportunities, diversifying and continually increasing the University's income streams;
5. Develop opportunities for every student to undertake an international experience as part of their degree, increasing the number of students undertaking a period of work or study abroad;
6. Increase the University's global academic partnership activity to take advantage of Franchise, Validation and Collaborative Degree opportunities;
7. Increase the proportion of the University's international students to 20% of the total student body;
8. Improve the University's international reputation, including achieving a top 250 placing in the QS World Rankings;
9. Develop an effective global network of alumni groups.

GENERAL DUTIES

10. To fully engage with the University's Performance Enabling and Welsh language policies;
11. To promote equality and diversity in working practices and to maintain positive working relationships;
12. To lead on the continual improvement of health and safety performance through a good understanding of the risk profile and the development of a positive health and safety culture;
13. Any other duties as directed by the Vice Chancellor expected within the grade definition;
14. To ensure that risk management is an integral part of any decision making process, by ensuring compliance with the University's Risk Management Policy.

THE PERSON

ESSENTIAL CRITERIA:

Leadership:

1. Demonstrable evidence of creating a culture that delivers successful outcomes through people;
2. Developing and challenging teams to succeed and take pride in delivering strategic objectives;
3. Ability to enable teams to work together and across functions to deliver successful outcomes that exceed the needs and expectations of colleagues;
4. Strategic leadership ability, with proven experience of successfully leading the Internationalisation agenda in a HE context;
5. Capacity to foster a working environment that demonstrates a commitment to equality, trust, respect and constructive challenge.

QUALIFICATIONS & EXPERIENCE

6. Experience of developing and implementing a successful TNE portfolio;
7. High personal professional standing with proven leadership experience and credibility at international level;
8. Experience of strategic leadership at executive, or near-executive level, using innovative thinking to develop & implement strategies to achieve organisational objectives;
9. Experience of leading major internationalisation initiatives that have increased international student recruitment and opportunities for all students to gain international experiences as part of their studies;
10. Experience of building and maintaining international relationships and networks, enhancing institutional reputation and leading to increased academic and commercial opportunities;
11. Experience of utilising digital solutions to deliver high quality blended learning experiences.

KNOWLEDGE AND SKILLS

12. Understanding of outbound student mobility, including Erasmus programmes etc;
13. Deep understanding of the national and international student recruitment landscape;
14. Excellent interpersonal skills with the ability to build mutually trusting relationships in a diverse range of cultural settings;
15. Professional credibility, integrity, strength of character, and the ability to influence others within the University and externally;
16. Demonstrable commercial acumen;
17. Demonstrable ability to plan and implement change in a pan-organisational context.

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

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

Click on the '**apply**' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is 17:00 on **Wednesday 22 April 2020**.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.