



Appointment of

BOARD MEMBERS AND CO-OPTED MEMBERS

March 2020





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OUR SUPERB COURSES, STATE-OF-THE-ART FACILITIES, FIRST-RATE STAFF, AND FOCUS ON PRACTICAL SKILLS AND PROFESSIONAL RELEVANCE IS PRODUCING SOME OF THE COUNTRY'S MOST EMPLOYABLE GRADUATES

A MESSAGE FROM THE CHAIR OF THE BOARD OF GOVERNORS



Thank you for expressing your interest in governing and guiding Birmingham City University at this critical and exciting point in its development.

The University has many great strengths. Birmingham City University has been at the heart of our city for over 175 years. Founded in 1843 as the Birmingham Government School of Design, the university has built on that strong heritage in practice-led education. The University has a broad offer which embraces the Royal Birmingham Conservatoire and the Birmingham School of Jewellery. One great strength of BCU is its clear sense of its identity. Our "I Am BCU" campaign has its roots in our pride for the University and our latest 2025 strategy captures those values of ambition, collegiality and community. Governors, staff and students share a sense of common purpose and commitment to the nature of higher education we offer, and our core values shape the way we work with each other and our partners.

We are a university that has invested heavily in its estate, most visibly in our stunning new campus in the heart of Birmingham. The

University is growing, markedly, notwithstanding the current decline in the number of 18-year olds. We are seeing a significant expansion in our international engagement, both in the form of increasing international student numbers on campus, but also in our partnership provision overseas.

The role of Governor provides an important opportunity to contribute to the shape and development of the University, at an exciting time for higher education, especially within the rapidly changing HE landscape. The Board of Governors will play an essential role in the delivery of the 2025 Strategy, and be fundamental in supporting our staff, challenging, of course, where necessary, and providing corporate governance that is effective and constructive.

Yours Sincerely,

A handwritten signature in black ink, appearing to read "Mark Hopton".

Mark Hopton
Chair of the Board of Governors



BIRMINGHAM CITY UNIVERSITY

Our university has a deserved reputation as a vibrant, ambitious and successful institution. The investment of some £340 million into the estate has created a truly astonishing environment for students and staff, in the heart of our city.

Birmingham itself, with its five universities and 65,000 students is the 'youngest city in Europe' with under-25s accounting for nearly 40 percent of its population. With over 50 percent of our students from a BAME background, we are proud of how we represent and positively impact this wonderful city, and with Sir Lenny Henry as our Chancellor, we are truly the University for Birmingham.

Birmingham City University is one of the largest and most diverse universities in the UK with around 25,300 students from just under 100 different countries. The University has grown with the city. We put students at the heart of everything we do, giving them the best opportunities for future success. The University has an enviable reputation for providing quality, student-focused education in a professional and friendly environment. Our superb courses, state-of-the-art facilities,

first-rate staff, and focus on practical skills and professional relevance is producing some of the country's most employable graduates. BCU is currently ranked 7th in the UK for employability.

With a spread of campuses across Birmingham we are proud of our strong links and close collaboration with the region. We put £270 million into the regional economy and support thousands of jobs in the area. We're investing £340 million in our estate, including a major expansion of our city centre campus at Eastside, providing students with an outstanding range of facilities.

Our staff and student community is defined by our core values, which outline who we are as a university and how we will work with each other. Our core values are:

- **Excellence**
- **People focused**
- **Partnership working**
- **Fairness and integrity**

NEW STRATEGIC PLAN

With our current strategic plan coming to an end this year, we will shortly be publishing Strategy 2025. One great strength of BCU is its clear sense of identity. Our "I am BCU" campaign has its roots in our pride in our university – this strategy captures those values of ambition, collegiality and community.

This strategy aims to build on the existing strengths of the university.

- It recognises the significant challenges of growth which the University will face over the next five years, and the need to balance both local and international demand across our programmes.
- It focuses on the need to ensure that our portfolio remains relevant to the changes in professional practice that will be driven by AI and digital working.
- It anticipates that the challenge for any government of maintaining funding for higher education in

the face of increasing numbers of students and increases in participation will mean that there is a continuing focus on delivering efficiencies in how universities work.

- And most importantly of all, this strategy also recognises the need to respond to the challenge of environmental sustainability. We need to ensure that in every aspect of our work we minimise the adverse impact of operations, and that we work with our students to create sustainable futures.

The goals set out in BCU's next strategy are ambitious. The strategy sets targets both for growth and for continuing improvements in quality. But in the strategy, we recognise that higher education is becoming a central part of life experience for increasing numbers of people from a wide range of backgrounds – it is right we should challenge ourselves to meet their aspirations.



THE ROLES



A number of volunteering opportunities have become available on the Board of Governors. The Board of Governors at BCU has overarching responsibility for measuring institutional performance within a highly complex environment. The Board is responsible for shaping and approving the University's strategy. The Board of Governors meet approximately five times per annum which includes one all day away day; committees meet three times per annum.

BCU is looking to recruit three full board members with specific experience to support the strategic direction of the University. In addition, the University is also seeking to recruit two new co-opted Members of the Audit Committee and the Finance Committee, both are sub-committees of the Board of Governors.

Key Responsibilities and Accountabilities:

- setting the overarching strategy of the University
- holding the Executive to account
- ensuring the University's financial stability
- ensuring equality of opportunity to all and promoting the University's commitment to inclusion
- ensuring that an adequate risk and control environment is maintained, and legal and regulatory compliance is delivered
- ensuring adequate academic oversight
- ensuring transparency and openness with stakeholders
- safeguarding the values and good name of the University
- ensuring compliance with legal and statutory requirements, the Code of Governance for Higher Education (CUC Code), the Standards of Public Life (Nolan Committee Standards) and the University Code of Conduct
- collectively reaching sound decisions for the benefit of the University

PERSON SPECIFICATION

DIVERSITY

We value diversity and the dynamism that it brings to the workings of our Board. BCU is known for its diverse staff and student body and we are committed to ensuring that this is reflected in our Board. Applications from candidates from a diverse range of backgrounds and people at different points in their career will be warmly received. The University is well-used to accommodating the needs of people with disabilities.

CRITERIA

We are keen to hear from candidates who offer strategic level experience in one or more of the following desirable areas. These sector backgrounds have all been carefully considered by the University to enhance the expertise currently needed on the Board:

- Finance (with potential to Chair the Finance Committee)
- Digital technology
- Audit and risk
- Estates
- Education

All candidates will also have/be able to demonstrate:

Knowledge and experience

- Strategic vision and an ambitious entrepreneurial outlook, balanced with the ability to operate within the challenging and volatile higher education environment and the requirements of University and sector regulators
- a strong personal commitment to Higher Education, its governance and the values, aims and objectives of the University
- previous non-executive experience is a requirement for the Chair of Finance post and desirable but not essential for all other board roles
- experience of operating at a senior and strategic level in a professional role
- an analytical and challenging approach to organisational issues
- knowledge of the city and diverse community in and around Birmingham would be an advantage

Teamwork

- an understanding of governance and the skills, intellect and outlook to contribute effectively as a member of a high-calibre board
- build consensus around an organisational mission

Intellect

- the ability to be rational, analytical and strategic
- an inquisitive and creative approach
- clearly and logically identify risks, issues and consequences of actions
- move easily between detail and the 'big picture'
- demonstrate that he/she is comfortable with ambiguity
- excellent problem-solving ability

Drive and energy

- set high standards for the performance of self and others
- maintain momentum despite obstacles and setbacks
- experience of taking some risks in order to achieve goals

Commitment to inclusive learning

- a demonstrable affinity with ensuring diversity and inclusion for all students and staff
- experience of promoting equal opportunities

Influence and relationships

- patience, an awareness of others and excellent communication skills
- a broad range of approaches to influencing others
- an ability to respond appropriately to conflict situations
- a commitment to engaging positively and openly with students, staff and other stakeholders

Political and social skills

- ability to act fairly and impartially in the interests of the University as a whole
- ability to evaluate and monitor the work of the University in a constructively critical fashion
- a degree of political nous and good networking ability
- significant stakeholder management experience
- a broad network of contacts
- an appreciation of the competing interests of internal and external stakeholders

Practical considerations

- the ability to commit the necessary time to board and committee meetings



TERMS OF APPOINTMENT

The appointments will be made following interview by a panel appointed by the Board, chaired by the Chair of Governors, Mark Hopton.

The intention is that the individuals appointed will join the Board and attend their first Board meeting in July to familiarise themselves with the Board and issues in the University. This is not a pre-requisite and there will be flexibility around start date.

The initial term of appointment for full Board members is four years. For the Co-opted committee members, the initial term of appointment is three years. Membership of the Board of Governors does not carry remuneration.

HOW TO APPLY

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

Candidates should apply for this role with a CV and cover letter and complete the application and equal opportunities monitoring* form.

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

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 Monday 13 April.

For further information about the role please contact

* 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.

SHAM CITY
University

Saxton Bampfylde