



University of
Sheffield

Appointment of the Provost and Deputy Vice-Chancellor

Candidate Brochure



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Welcome from the Vice-Chancellor

The University of Sheffield is a truly special place, with a bold and ambitious future.

We are seeking an outstanding Provost and Deputy Vice-Chancellor with passion and proven leadership skills to work with me and our Executive Board, staff and students, to build on our successes and to promote a culture of excellence across the institution. This is a very important appointment for our University and a tremendous opportunity for an exceptional leader in higher education to play a significant role in the delivery of our vision and strategy.

The University of Sheffield was founded more than a century ago through penny donations from the citizens of the city and region on a pledge to build a university 'for the people'. Today, we continue to hold a profound belief in the public benefit of a first class higher education and our community puts civic commitment at its heart.

Our leading researchers focus on making a difference by finding solutions to some of the greatest challenges we face. From pioneering new treatments for life-threatening diseases and helping us to live healthier lives for longer, to solving the problem of feeding a world of 10 billion people and creating sustainable energy solutions to save our planet – the work we do matters.

Our education and research-led teaching gives students from across the globe the skills to make a positive impact on the world, and many of our graduates go on to become leaders in their fields. We celebrate the role that our international students, staff, partnerships and alumni play in positioning the University of Sheffield as a truly global voice.

Our innovation, including at our Advanced Manufacturing Research Centre (AMRC) and Nuclear AMRC, drives economic growth and productivity, and attracts significant inward investment to our city and region. We have expanded our footprint, with AMRC facilities in north Wales and Lancashire, to support more businesses and communities across the north. We are powered by an ethos of social commitment, and do not pursue excellence for its own sake. We do it because it changes lives for the better.

Our University's vision is built around four pillars – Research, Innovation, Education, and One University. Within each of these is a set of priorities, which reflect where we want to make significant progress. As my deputy, the Provost and Deputy Vice-Chancellor will oversee the delivery of the One University pillar action plan. Our priorities under this pillar are building a collaborative and supportive culture; progressing diversity and Inclusion for our whole University community; enhancing staff and student wellbeing; implementing real changes through sustainability; and increasing philanthropy through engagement.

If you share our ambitions and drive to make a positive difference, we would be delighted to receive your application.



Professor Koen Lamberts,
President and Vice-Chancellor of
University of Sheffield

Our Vision and Strategic Plan

The University of Sheffield is special. A world class institution at the heart of our city. Driven by outstanding people working as One University. We believe our work has the power to change lives. Not just for those who study, teach and do research here. But for those who benefit from the breakthroughs we make every day. We're proud of our past. Yet it's the future that really excites us.

We are the University of Sheffield. And this is our vision.

Find out more about our [Vision and Strategic Plan](#).

Our Four Pillars

Through our 4 pillars of Research, Innovation, Education and One University we will deliver life-enhancing research, innovation and education that not only transforms the lives of our graduates but shapes the world we live in.



Research

Our distinctive and innovative research will be world-leading and world-changing. We will produce the highest quality research to drive intellectual advances and address global challenges.



Innovation

Our transformative research and enterprise will address the world's most pressing challenges. We will enable and promote a culture of excellence in innovation and entrepreneurship across the University.



Education

Our research-led programmes will inspire, enthuse and challenge a diverse community of outstanding students. Our graduates will be equipped to stand out as confident global citizens guided by strong values, ethics and standards, able to make meaningful contributions to society.



One University

We will build a diverse community of staff and students from a broad range of backgrounds, demographics and cultures, and create an inclusive, supportive and collaborative environment in which they can succeed and flourish.

Our Story

115 years in the making, [our story](#) continues to evolve every day, defined not just by our achievements but by the unique character of our people and this remarkable city.

Our Values

We believe the best way to achieve our Vision and Strategic Plan is by fostering an ambitious, inclusive, collaborative community through our values.

We are, and will always be, guided by our values:

We are **ambitious** and strive for **excellence** in all that we do.

We believe in **collaborative** working.

We champion an **inclusive** and **diverse** community.

We are **responsible** – for our people and the wider world.

We are open and **transparent** about the decisions we make.



The Opportunity Overview

The role of Provost and Deputy Vice-Chancellor is of key strategic importance to the University. Working closely with the President and Vice-Chancellor, you will have oversight of the effective delivery of the University Vision and Strategy, both through your institutional leadership and your responsibility for achieving specific elements of the Vision. In this key role you will steer and direct our international activities and ambitions.

As a key member of the University Executive Board you will manage or work closely with senior Academic and Professional Service colleagues, the University Council, the Senate, other University committees and the Students' Union. You will deputise for the President and Vice-Chancellor as required and personally lead a number of senior committees, strategic agendas and work streams.

The successful candidate will be an experienced academic leader with a proven track record in high quality teaching, research and innovation, able to deliver significant programmes of improvement and change against agreed aims and values.

This role offers an outstanding opportunity to shape the future of a high-performing Russell Group University.

Corporate Leadership

- Lead the delivery of the University Vision and Strategy, with specific responsibility for the 'One University' pillar.
- Represent the University at local, national and international level.
- Act on behalf of the President and Vice-Chancellor in a range of external forums and engagements.
- Deputise for the President and Vice-Chancellor as Chair for the University's Executive Board as required.
- Lead and manage the Vice Presidents that oversee and lead our various faculties and thematic academic priorities.
- Direct the work of the Vice-Presidents for our cross cutting themes of Education, and Research and Innovation, as they deliver the action plans for their respective Strategy pillars.
- Support Faculty Vice-Presidents to translate the Vision locally in a consistent manner, and to drive performance improvements of their Faculty's Research, Education and Innovation.

**RUSSELL
GROUP**

A member of the Russell Group
of leading UK universities

REF Research
2021 Excellence
Framework

92 per cent of our research is classed
as world-leading or internationally
excellent.

THE WORLD
UNIVERSITY
RANKINGS
2022

Top 50 most international universities

**Good
University
Guide 2023**

2nd in the north

over **30,000** students
from **150** different countries

8,600 staff

£831.7m

University income

**6 Nobel Prize winners among
former staff and students**

Main Duties and Responsibilities

- Personally oversee the delivery of the 'One University' pillar action plan.
- In addition to delivery of the Vision and Strategy, take a visible corporate leadership role on other projects and initiatives delegated by the President and Vice-Chancellor.
- Be responsible and accountable for allocated financial and capital resources in line with financial principles and related policies.
- Work closely with all UEB colleagues to develop and promote a culture of excellence, collaboration and staff and student engagement across all University activity.
- Ensure that equality, diversity and inclusion is central to the University, helping build a diverse community of staff and students that recognises and values the abilities, backgrounds, beliefs and ways of living for everyone.
- Promote a culture in which all members of the University community are treated with respect.
- Create a positive environment that supports and encourages the wellbeing of our staff and students, whilst empowering individuals to be responsible for their own wellbeing.
- Provide leadership to enable the University to become one of the most environmentally sustainable research-intensive universities in the country, ensuring sustainability runs through all aspects of University activity.
- Oversee an increase and diversification of philanthropic income and help create a sense of belonging and participation amongst our staff, students and alumni.
- Work collaboratively with external networks and mission groups to influence policy and secure opportunities for innovation in teaching and research. This includes building on and extending partnerships and collaborations with other higher education institutions, research institutions, Government and industry partners, as agreed with the Vice-Chancellor.
- The post holder will be a key conduit in Whitehall policy lobbying.
- Play a key role in building international partnerships.
- Work with the Chief Operating Officer, Chief Financial Officer, Director of HR and other senior Professional Services colleagues to ensure that Professional Services are aligned to and support delivery across all four pillars of the Vision and Strategy.
- Any other duties, commensurate with this role, which may be delegated by the Vice-Chancellor.

Key Internal Relationships:

- The Provost and Deputy Vice-Chancellor reports directly to the President and Vice Chancellor.
- The post-holder will also work with members of Council, Senate, the University Executive Board, Professional Services Executive, and members of other University committees, as required.
- The Provost and Deputy Vice-Chancellor is a member of the University's Senate, Council and the University Executive Board.
- The post holder will Chair the International Steering Group, the Reputation Group, the One University Cabinet, and any other groups or committees as required.
- The post holder will hold line management responsibility for the academic Vice Presidents and those with cross cutting portfolios. They will also work closely with Academic Heads of Departments and Directors of Professional Services.

About You

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

Experience and achievements

- Demonstrable successful leadership and management experience at a senior level in a large complex organisation, including strategic planning and projects; management of large budgets and business plans; human resource management; and the management of change and risk.
- An excellent academic record, with an international research standing, track record of securing significant grant income relative to your discipline and internationally peer reviewed publications showing evidence of research vision and innovation.
- Demonstrable skill as a strategist and an ability to articulate a compelling vision.
- A successful track record in driving performance across the whole range of research, learning, teaching and leadership activities within a varied academic environment.
- Evidence of a visible, inspiring and inclusive leadership style, with the ability to articulate vision and ambition, and to motivate and engage with others.
- Experience of working across academia and professional services and working within an interdisciplinary context.
- An evidenced commitment to equality, diversity, inclusion and widening participation.

Personal attributes

- Ability to communicate an ambitious vision, engaging all elements of the University.
- Inspirational and engaging communication style with an ability to motivate and enthuse others.
- Open, collaborative, approachable and reliable.
- Personally innovative and able to foster an environment where purposeful creativity and innovation can thrive.
- Diplomatic and politically astute in all communications and interactions with internal and external stakeholders.
- Ability to develop and maintain strong networks within and outside the University with a wide range of stakeholders, including students.

Skills and knowledge

- A skilful strategist with a demonstrable capacity to identify and build on the synergies between disciplines.
- Proven ability to establish clear direction and plan strategically.
- A strong awareness of issues relating to the Higher Education Sector in the UK and globally.
- Willingness and ability to facilitate and encourage development within the University at all levels, with the ability to empower and delegate.
- Capacity for successful innovation and ability to lead its delivery.
- Commitment to personal development.
- Ability to identify, create and foster links and engender confidence with external agencies and partner institutions.



Terms of Appointment

This appointment will be underpinned by an open ended professorial post. The role of Provost and Vice Chancellor will be offered to successful candidates for an initial period of five years, extendable by mutual agreement.

A competitive salary will be offered commensurate with the seniority of this post and the experience of the successful candidate. The salary is subject to regular review.

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

Holidays:

- A minimum of 41 days annual leave including bank holiday and closure days (pro rata) with the ability to purchase up to 10 days more of additional annual leave.

Pension:

- Professorial staff are eligible to join the Universities Superannuation Scheme (USS).

Role specific benefits:

- Private Medical Insurance for you and your immediate family.
- A generous removal/relocation expenses package, subject to the terms of the scheme.
- We are happy to explore flexible delivery of the role, provided the entire role is delivered effectively, including playing an active and visible part in campus life.
- Our staff wellbeing offer, which encourages and supports staff to maintain their own positive health and wellbeing through a range of accessible, inclusive and supportive services and activities.
- A comprehensive selection of benefits and offers to suit your lifestyle needs under the umbrella of The Deal.
- 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/benefits



Sheffield - A remarkable place to work

Our people and their collective talent are what make Sheffield such a special place to live and work. We're a diverse community that shares values, purpose and identity. We're committed to changing the world for the better, through the power and application of ideas and knowledge.

We'll encourage you to pursue the extraordinary. To do this, we want you to be healthy, happy, engaged, and to feel you belong. We build teams of people from different backgrounds whose talent and contributions complement each other to the greatest effect. We believe diversity in all its forms delivers greater impact.

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 addressing the great challenges of the century.

We make sure to reward and recognise the contributions, values and behaviours that align with those of the University.

Our Research and its Impact


With over 115 years experience as a leading global university, we have a history of changing the world for the better. From the first documented use of penicillin as a therapy in 1930, a drug that has gone on to save more than 82 million lives worldwide, to building Europe's largest research-led manufacturing cluster, home to Rolls-Royce, Boeing and McLaren Automotive, our inventive spirit, and top quality research environment is what sets Sheffield apart.

Put simply, our research changes lives 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. We're focused on the biggest issues in climate, energy, health and social justice. We're also protecting and promoting the arts, culture and heritage.

Our flagship research institutes bring together experts from a range of disciplines to understand and tackle challenges related to food sustainability, energy, healthy lifespans and neuroscience.

We're continuing to develop new interdisciplinary strengths in globally significant areas including energy and the environment, healthcare across the disciplines and digital technologies.

A photograph showing three scientists in a laboratory. They are wearing white lab coats and safety glasses. One scientist is holding a small vial, and another is looking at a piece of equipment. They appear to be engaged in a collaborative activity.

We are in the top 10 percent of all UK universities for research.

92 per cent of our research is classed as world-leading or internationally excellent by the Research Excellence Framework 2021.



Our Education and Student Experience

Sheffield's world-shaping research feeds into our life-altering education - it's one of our core values.

Our academics are genuine experts. Our students learn at the leading edge of discovery from researchers who are tackling some of today's biggest global challenges. We teach in creative and innovative ways to provide a stimulating and inspiring learning environment. We don't see teaching as a one-way process. We see it as students and academics working together in a supportive, collegial atmosphere. We challenge our students to excel. And we expect them to challenge us too.

Sheffield is one of the top ten universities targeted by employers according to the High Fliers report 2022. We prepare our students for the future from day one. We help them explore all their options including employment, entrepreneurship and further study. They have opportunities to meet regional, national and international employers in all sectors. We also make connections with our successful alumni who can offer advice and support.

The majority of our courses give the chance to undertake a placement year as part of a degree. It's a way of helping our students stand out from the crowd and develop the confidence and skills for graduate employment.

The student experience at Sheffield is unrivalled. Our Students' Union has won the Whatuni Student Choice Award for Best Students' Union for five consecutive years. Committed to sustainability, inclusion and equality, it's dedicated to amplifying the student voice and making a positive change on campus. There are also over 400 societies and sports clubs to join.

Sheffield is a major student city with a strong sense of community. It's vibrant, diverse and surrounded by some of the most breathtaking countryside in the UK. We're not surprised that so many of our students move here and fall in love with Sheffield. They discover a forward-thinking city that's safe, affordable and easy to explore.

Our extraordinary city is the perfect setting for groundbreaking collaborations. Although 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 and progression possible.

Sheffield has been called the UK's greenest city; there are 50 public parks and 170 woodlands within the city boundary. As 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 Sheffield lies inside the Peak District National Park.

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 climbing, mountain biking, road cycling, running, walking - we've got some of the best in the world.

The city 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 5 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



Sheffield - A remarkable place to live

How to Apply

Saxton Bampfylde Ltd is acting as an employment agency adviser to the University of Sheffield on this appointment.

To apply for this role please visit their website at www.saxbam.com/appointments using the code: **WDDO**.

If you are unable to apply through the website, please email Belinda.Beck@Saxbam.com quoting reference: **WDDO**.

The closing date for applications is noon on **Friday 17 November 2023**.

Following a longlist meeting of the Selection Panel, successful candidates will be invited to attend preliminary meetings with Saxton Bampfylde w/c 27 November and w/c 4 December 2023.

Informal engagements with key stakeholders at the University will take place w/c 8 January and w/c 15 January 2024.

Final-stage interviews at the University will take place on w/c 22nd January 2024.

Please diarise these dates accordingly.

Applications:

Click on the 'Apply' button and follow the instructions to upload a comprehensive curriculum vitae (CV) along with a covering letter setting out your interest in the role and details of how you match the required criteria.

Please include current salary details and the names and addresses of three referees. Referees will not be approached until the final stages and not without prior permission from candidates.

All candidates are also requested to complete an online Equal Opportunities Monitoring Form as part of the application process. This will assist the University of Sheffield in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Equal Opportunity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

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.



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