



Middlesex
University
London

Appointment of Vice-Chancellor

OCTOBER 2023

Candidate brochure





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WELCOME AND INTRODUCTION



I am delighted you are considering becoming Middlesex University's next Vice-Chancellor. Middlesex is an outstanding institution, and we are seeking a leader who shares our commitment to, and pride in, the University. Taking students on life-changing journeys, Middlesex is confident of its role in an increasingly uncertain world. We are proud of our history, which dates back over 140 years to the specialist London colleges and institutions that, over time, became a successful polytechnic and now a leading modern university. This heritage has laid the foundations for who we are today – a global institution that embraces inspiring teaching and research, lifelong learning and creative innovation, with a strong commitment to social justice, diversity and inclusion.

We are an institution that looks to the future, and our Strategy to 2031: Knowledge into Action, provides a renewed sense of confidence and ambition. During our strategy formation we received 4,000 contributions from our global community, reflecting the commitment and passion of the Middlesex family across our three campuses. Through our next Vice-Chancellor's leadership we will transform even more lives and empower our students to flourish in the world of work.

In doing so, we aim to contribute to some of the most pressing issues of our time, from social mobility to productivity growth. Our students come from a diverse range of backgrounds, from Londoners who are often the first generation in their families to go on to higher education, to learners from over 120 nationalities around the world. We see this diversity as a strength and aim to support our learners to succeed in new and increasingly flexible ways. Working with staff, students and alumni, we will build on our legacy and enable Middlesex to continue fulfilling the important role it plays in our ever-changing society.

As we head towards 2031, we are looking for a new Vice-Chancellor to take the reins, provide strategic vision, and drive an open and robust leadership to deliver our Strategy, while ensuring our staff and students remain engaged. You will have my support and the support of the Board in this endeavour. We would be delighted to hear more from you or engage in further discussion, directly or through our retained search agents, Saxton Bampfylde.

In the pages that follow, we offer a more detailed overview of our University and seek to introduce you further to our global community. If you share in our inspiration and ambition, we would love to hear from you.

Rebecca Lawrence
Chair of the Board of Governors

OVERVIEW

Middlesex is about transformation. Our mission is to empower students with the tools, attributes and opportunities to turn potential into success. We embrace inspirational teaching and learning; creative innovation; and practical and forward-thinking research that benefits our students, business, society and the world in which we live.

For more than 140 years Middlesex University has been home to great minds, with a determined and unwavering ambition to improve the world through teaching, learning and research. Today the University has 15,182 students at its main campus in North London, 6,113 students studying at our campuses in Dubai and Mauritius, and a further 16,843 students studying with academic partners in the UK and overseas. They are attracted by our modern campus experience, the real-world relevance of our courses, our practice-based approach to learning, and opportunities to study abroad. Our career-focused programmes span the arts, creative industries, health, social care and education, business and law as well as science and technology, across four Faculties. We offer degree apprenticeship programmes which in 2022 were rated 'good' by Ofsted. With over 1,850 staff in our Dubai, London and Mauritius campuses, including many leaders in their academic field as well as professional practitioners, Middlesex University is a destination for students and staff who want to achieve their potential and get the most from their professional and academic careers.

We have always been a progressive institution and we inspire our students to be progressive too. A Middlesex student

is not just a learner, but an agent of change, transformed by new experiences that can open doors to life-enhancing possibilities, empowered with the knowledge and skills to be a change-maker. The University is consistently ranked as one of the best modern universities in London according to league tables, such as our position in the top 600 in the *Times Higher Education (THE) World University Rankings 2024* and our ranking as the fifth highest ranked UK university in the global *THE Young University Rankings 2023* of institutions 50 years old and less. Middlesex ranks 25th in the UK in National Student Survey (NSS) 2023 and in the top 5 London universities for how positive our students feel about their studies.

One of our key values as an educator is to put students at the heart of what we do, by providing expert teaching and inspiring research. We actively practise this approach by enabling our students to become partners and co-creators of educational success.



MIDDLESEX IN NUMBERS 2022/23

TOP 20 UK university for business leaders

(Novuna Business Cash Flow, 2023)

TOP 5 UK university

(Times Higher Education Young University
Rankings 2023)

TOP 100

leading **LGBTQ+**
inclusive employer

(Stonewall Workplace Equality Index 2023)

5th out of 100 universities globally for our postgraduate research students' overall satisfaction

(Postgraduate Research Experience
Survey 2023)

£23M simulation-based skills facilities in London



+1,600
staff from
75 nationalities
in London

+38,000
students and
+285,000
alumni around the world

25th out of 114

UK universities for how positive our
undergraduate students feel about
studying with us

(Times Higher Education analysis of National
Student Survey 2023 results)

5-STAR

rating for world-class standard
of education in Dubai

(KHDA Higher Education
Classification 2022)



TOP 200

university globally advancing
United Nations' Sustainable
Development Goals

(THE Impact Rankings 2021)

1st

UK campus university in

MAURITIUS

1,000

international links with industry

KNOWLEDGE INTO ACTION

OUR STRATEGY TO 2031

We create knowledge and put it into action to develop fairer, healthier, more prosperous and sustainable societies. Our vision is to transform outcomes for individuals, communities and organisations and to empower people to change their lives. Our learning community has practice at the heart of what we do across education, research and knowledge exchange, and engagement. We work in partnership and bring people together to create solutions to complex problems.

As a community, we are all clear about our areas of focus and our people are empowered to take decisions and shape their work around them.

Our three shared priorities

<p>TRANSFORMING LEARNING</p> <p>Through providing innovative, flexible and highly accessible practice-led education, with excellent outcomes for students.</p>	<p>CREATING IMPACT</p> <p>Through practice-orientated and collaborative research, knowledge exchange and education.</p>	<p>CONSTRUCTING A LEARNING ORGANISATION</p> <p>Through a culture that is creative, inclusive, nurturing, agile and outcome-focused.</p>
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Alongside our three shared priorities, we have also identified seven areas of focus as pillars for strategic implementation to achieve our purpose by 2031.

The strategic vision and leadership of the next phase of the strategy will be a key element of the new Vice-Chancellor's role, helping to shape and determine a dynamic and transformational direction for the future that retains Middlesex's founding mission and values.

Our seven strategic aims

<p>STUDENT EXPERIENCE</p> <p>Our purpose in Student Experience is to facilitate an excellent experience for all our students by transforming the way that we provide support – working with students and our Students' Union as partners and co-leaders to develop a vibrant, global student community.</p>	<p>RESEARCH AND KNOWLEDGE EXCHANGE</p> <p>Our purpose in Research and Knowledge Exchange is to create new knowledge which we and others put into action to further our University purpose.</p>	<p>ENGAGEMENT</p> <p>Our purpose in Engagement is to create collaborative advantage aligned with our integrating themes, in support of education, research and knowledge exchange, and our civic agenda whether on a local or global scale.</p>	<p>EDUCATION</p> <p>Our purpose in Education is to implement a creative model of global education that makes a transformative difference to learners and inspires them to shape a better world.</p>
<p>INFRASTRUCTURE</p> <p>Our purpose in developing our infrastructure, including our approach to digital, is to increase our global connectivity, flexibility and sustainability.</p>	<p>GROWTH AND DIVERSIFICATION</p> <p>Our purpose in Growth and Diversification is to develop a sustainable 'mixed-model' student and market base to enhance our global reputation and secure our long-term financial sustainability.</p>	<p>VALUE, EVALUATION AND MEASUREMENT</p> <p>Our purpose in Value, Evaluation and Measurement is to 'place value on what we value' – clearly expressing the collaborative outcomes we aim for and achieving transparency in the contributions each member of our community can make towards those outcomes.</p>	







Our integrating themes

Our integrating themes give us focus. They operate across our global network of campuses, include academics, professional services, students and alumni, and work across Education, Research and Knowledge Exchange, and Engagement.

<p>EQUITY AND IMPROVEMENTS IN HEALTH AND WELLBEING</p> <p>Taking action to make healthcare better for those who need it, we aim to reduce inequalities in people's care.</p> <p>Beyond healthcare, we are improving physical, mental and social health and wellbeing in all parts of society.</p>	<p>INCLUSIVE SOCIO-ECONOMIC DEVELOPMENT AND ENRICHING LIVES THROUGH CULTURE</p> <p>With a belief that entrepreneurship can be key for a fair and inclusive future, we foster skills for economic participation and success to build a more equal, caring and prosperous society. We use culture and creativity to enrich the lives of individuals and communities and we contribute to organisations of all types through impactful research and knowledge exchange.</p>	<p>SUSTAINABILITY OF COMMUNITIES AND THE ENVIRONMENT</p> <p>Locally, nationally, and around the world, we support people to make their communities more sustainable and fairer and to protect the environment. Globally, our expertise influences economic, social and environmental policy and practice, enabling us to create change within communities.</p>
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Our community principles

Our Community Principles guide how we work, learn and behave as a community in action. They are for everyone that makes up our global Middlesex family: staff, students, alumni and partners.

<p> ACTION-ORIENTED</p> <p>We focus on excellence to create solutions, outcomes and impact.</p>
<p> RADICALLY CREATIVE</p> <p>In what we produce, and inclusive and innovative in how we work and learn. We value calculated risk-taking and believe in learning from projects that go as planned as well as those that don't.</p>
<p> RADICALLY SIMPLE</p> <p>We deal with great complexity in education and research and so we emphasise streamlined systems and simple solutions in our ways of working. We are agile and reduce silos and hierarchy. We prioritise action that contributes to our purpose and are bold about stopping things that don't.</p>
<p> LEADING IN EQUALITY, DIVERSITY AND INCLUSION</p> <p>We strive to create a fairer world and embed diversity, inclusion and equality in all we do.</p>
<p> COLLABORATIVE</p> <p>We operate as a collaborative community, co-leading with students and the Students' Union and co-creating across disciplines, professional services, sectors and cultures to create solutions to complex problems.</p>
<p> ACTING WITH CARE AND INTEGRITY</p> <p>We respect, learn from, and support each other, being transparent and open and behaving responsibly towards people, cultures and the environment.</p>

TRANSFORMATIVE LEARNING AND EDUCATION FOR OUR GLOBAL STUDENT BODY

At Middlesex, we are dedicated to unlocking potential and transforming the lives of our students. They are at the heart of everything we do and we are proud of the rich diversity they bring to our campuses. This is the inspiration for our work.

The quality of the University's teaching has been recognised in several awards. In addition to the University's position as one of the top 600 universities in the world (THE World University Rankings 2024) and top 5 in the UK (THE Young University Rankings 2023), we rank 25th in the UK in NSS 2023 and in the top 5 London universities for how positive our students feel about their studies. Middlesex University currently holds a Silver award for the 2023 Teaching Excellence Framework (TEF) exercise. The University has made representation to the Office for Students (OfS) about the pending outcome for the 2023 TEF exercise where we received an overall Bronze award, with Silver for Student Outcomes and Bronze for Student Experience. The final outcome is expected in December 2023.

We engage our students in active, practice-based learning, with teaching enriched by research and innovative practice that creates highly employable graduates. We provide an inspiring choice of courses and learning pathways that empower students with the ambition, skills and knowledge to succeed as graduates.

Our courses are designed to meet future skills needs, and we consciously build partnerships with industry, the professions and other learning providers to create career opportunities and to develop new programmes and pathways, such as apprenticeships and mobile learning. We maximise the opportunities for students to become global citizens and drivers of change internationally. Our three international

campuses and over 100 partners across the world provide our students with the choice to undertake a study exchange or international work placement.

Many of our students are the first in their families to go to university and embark on professional careers or establish their own businesses. We are ranked 20th in the sector for UK university alumni becoming company founders (Novuna research, *From Classroom to Boardroom*, 2023). Our aim is for Middlesex graduates to become agents of change, adding tremendous value to the companies where they work, pioneering innovation in the public services and creating the businesses of the future in the UK and across the world.

We work with our students as partners to continuously improve their experience, engagement and commitment. Working closely with the Students' Union (MDXSU), the University takes a proactive approach to helping students cope with stress, keep healthy and develop resilience. We provide personalised academic, professional and peer support, acting early to help students who get off-track to re-engage with their studies.

Middlesex is a very diverse, global institution, with a rich mix of cultural and national backgrounds that we are increasingly using as a resource in our teaching and co-curricular activities, such as our Language and Culture Exchange where students are pairing up to teach each other their native languages.



RESEARCH AND KNOWLEDGE EXCHANGE



Our innovative research makes a real difference in the world. Our work benefits business, technology, the arts and humanities, health and the environment along with our community and the wider world. We're proud of our research culture that values research and professional practice from all parts of the academic community, including early career researchers.

The Research Excellence Framework (REF) 2021 exercise shows that we have strong foundations on which to build as we make high quality, impactful research a shared priority for our community. Since REF 2014 our research has grown in overall quality of outputs and impact and in the range of subjects covered. We achieved our results while balancing resources across all three areas of academic excellence – research and knowledge exchange, education and engagement.

OUR GLOBAL IMPACT

In REF 2021, 90% of our research was recognised as internationally significant and our Business and Management research was ranked number 1 in the UK for social impact. 100% of the work submitted for five disciplines had outstanding (4-star) or very considerable (3-star) impact, aligned to three strategic themes in our Strategy for 2031:

- **Equity and Improvements in Health and Wellbeing** – Psychology, Psychiatry and Neuroscience; Sport and Exercise Sciences; and Leisure and Tourism
- **Sustainability of Communities and the Environment** – Geography and Environmental Studies; and Business and Management Studies

- **Inclusive Socio-economic Development and Enriching Lives through Culture** – Art and Design: History, Practice and Theory.

OUR FUTURE OUTLOOK

As a community, our collaborative, creative and inclusive approach is helping to shape the future of research. We promote excellence in research and knowledge exchange by:

- Designing for regional and global impact that addresses future challenges
- Working with national and international partners, global industry and public services
- Building research projects from the ground up, working inclusively and innovatively with communities
- Working as a learning organisation in dialogue with partners, collaborators, sponsors and beneficiaries.

EQUALITY, DIVERSITY AND INCLUSION

Our vision can only be realised through the passion and expertise of our staff and a commitment to our shared values. We want our staff to be proud of Middlesex, to lead and welcome change, and to feel supported to face the challenges and complexity of today's higher education environment. We will continually review, shape and develop our workforce, ensuring that we have the roles and skills we need, while providing opportunities for development and progression and ensuring our staff costs are aligned with our expected revenues and target surplus.

We look to sector good practice to develop our approaches to the evaluation, recognition and reward of high performance and tackle low performance. We develop and grow our leaders through a comprehensive leadership development programme.

Our values underpin an open, diverse and inclusive culture in which everyone is respected. We seek to achieve important external accreditations that demonstrate our commitment to equality and diversity, including Athena SWAN, Race Equality Charter and the Stonewall index.

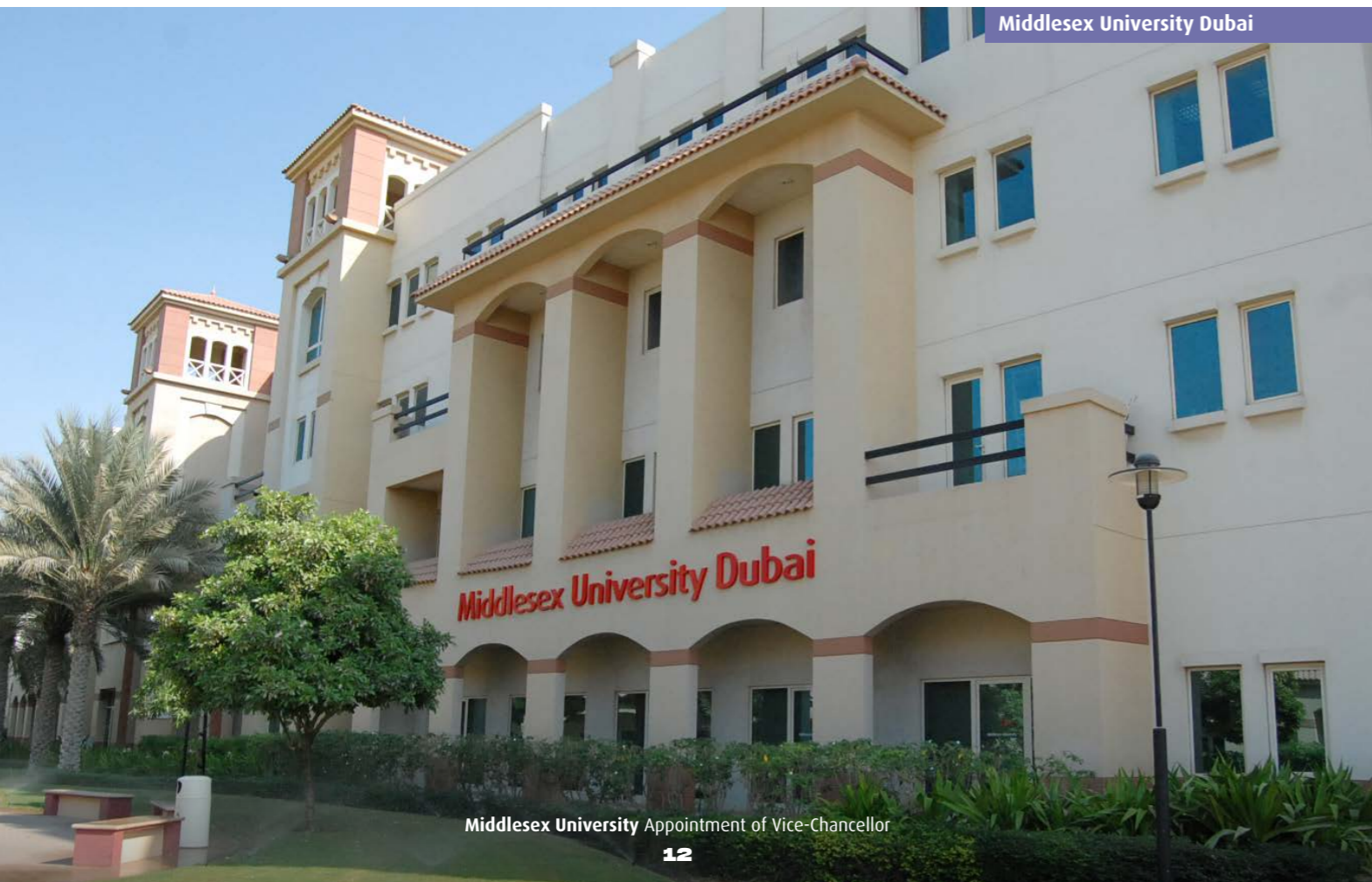
To achieve our vision the University must attract and retain a talented, highly skilled and motivated workforce. We aim to maintain and improve our position as a university of choice for staff and students, both in the UK and internationally, by championing a socially inclusive approach to participation in

higher education. We are already in a strong position, but we are working towards supporting all our staff and students to flourish by living our values and embedding equality, diversity and inclusion in our strategies, plans and day-to-day work, creating a community where everyone can feel they belong. We recognise the pivotal role of the Vice-Chancellor in championing and supporting this important agenda.

With students from 121 and staff from 75 nationalities on campus, our diversity is a source of inspiration and strength and is one of the reasons why we are considered one of the top 30 universities in the world for international outlook (THE Young University Rankings 2023). Our commitment to diversity has been recognised with Middlesex University being the first UK university to be awarded a Corporate Gold/Embedded Charter Mark by equality, diversity and inclusion specialists UK Investor in Equality and Diversity (UKIED).



Middlesex University Mauritius



Middlesex University Dubai

Over 1,850 staff in our Dubai, London and Mauritius campuses support more than 38,500 students and nearly 2,000 apprentices. Our students come from an inspiring mix of cultural and national backgrounds, with many studying our courses in our international campuses or with academic partners. Our student population from minority ethnic origins has consistently been close to or over 50% with an additional large contingent of international students, whilst around one fifth of staff identify themselves as from minority ethnic origins.

Equality, diversity and inclusion are respected, embraced and promoted at Middlesex University. They are an integral part of who we are and what we stand for as a university committed to educating the next generation of diverse leaders, makers and shapers, as a voice engaging with wider society in public affairs, and as colleagues in our different roles.

We know that people reach their fullest potential when they are able to be their true selves, so we aim to use our diversity of abilities and identities as a resource to achieve a vibrant student experience and outstanding research and practice environment. We strive to achieve equality, inclusion and respect across all the protected characteristics defined by the Equality Act, and we are proud of the progress we have made so far.

We are a member of Advance HE's Race Equality Charter (REC) and have been awarded a REC Bronze Award. This indicates

that Middlesex University is on the right path to developing a more inclusive culture and progressing towards creating even greater opportunities for everyone in our community of staff and students, regardless of our background or experience. We have also gained the highest Disability Confident Leader (level 3) status and are members of the Business Disability Forum.

In 2023, Middlesex received a Gold Award and secured a place in the Top 100 list for leading LGBTQ+ inclusive employers in the workplace in the Stonewall Workplace Equality Index 2023. Stonewall is Europe's largest charity for LGBTQ+ rights, and the Stonewall Workplace Equality Index is a benchmarking tool for employers to measure their progress on LGBTQ+ inclusion and it recognises institutions that do significant work towards supporting their LGBTQ+ employees. Middlesex University ranked 58th out of 268 institutions in the overall ranking, and 8th out of the 30 Higher Education Institutions placed in the 2023 Index. This is a significant achievement for the University and our community, substantially building upon our previous Bronze status and climbing up 45 places from last year's ranking. Our University has also been awarded a highly-esteemed Bronze Award by the Athena Swan Charter, which recognises that the University has a solid foundation for eliminating gender bias and developing an inclusive culture that values all staff.

ORGANISATION



Dame Janet Ritterman DBE FRSA
CHANCELLOR

Dame Janet Ritterman DBE FRSA is a prominent academic and musician with a global reputation as a champion of the arts. Dame Janet's first post in higher education was at Middlesex where she helped to develop the UK's first performing arts degree programme, later assuming notable roles including Director of the Royal College of Music London and Principal of Dartington College of Arts. Now an Associate Fellow, a member of the Advisory Council for the School of Advanced Study of the University of London, and a Strategic Development Adviser for the Orpheus Institute in Ghent, Belgium. Dame Janet continues to play a part in higher education and serves on several trusts and other national organisations connected with music, the arts and education.

Dame Janet acts as a ceremonial figure head of the University and has an important ambassadorial role in representing the University to external audiences to help build support for our mission.

BOARD OF GOVERNORS

Our current Governors have all made notable contributions to business, academic and public life. The Board is Chaired by Rebecca Lawrence. Rebecca is currently the Chief Executive of the Crown Prosecution Service (CPS) and brings a wealth of finance, technical and HR experience to role and will support the University in taking its Strategy 2031 forward.

[Read about the rest of our Board on our website at www.mdx.ac.uk/about-us/our-people/board-of-governors](http://www.mdx.ac.uk/about-us/our-people/board-of-governors)

THE UNIVERSITY EXECUTIVE TEAM

The University Executive Team (UET) is made up of six leading individuals who report to and support the Vice-Chancellor.

[Read about the rest of the UET on our website at www.mdx.ac.uk/about-us/our-people/vice-chancellor-and-executive](http://www.mdx.ac.uk/about-us/our-people/vice-chancellor-and-executive)

ACADEMIC STRUCTURE



FACULTY OF ARTS AND CREATIVE INDUSTRIES

In an exciting portfolio of programmes that covers animation, art, dance, design, film, media, music and performing arts – all led by practitioners in the creative industries – our Faculty of Arts and Creative Industries inspires and challenges students in a friendly, inclusive and forward-looking environment. Teaching is underpinned by exclusive partnerships with prestigious organisations, industry-standard facilities, innovative pedagogy, and leading research of national and international significance. These all combined enable our students to shape their disciplines, providing them with practical and interdisciplinary experience which prepare them for work in the fast-paced, contemporary creative industries.



FACULTY OF HEALTH, SOCIAL CARE AND EDUCATION

Our Faculty of Health, Social Care and Education offers exciting and wide-ranging undergraduate and postgraduate courses in education and teaching, health, mental health and social work. We work with partners across a variety of schools, education settings, and charitable, private and public sector organisations, enabling our students to access practical learning experience and exclusive placement opportunities that increase their employability potential. With an innovative and practice-based approach to teaching and research – delivered in world-class facilities, including in the StoneX Stadium, – we equip our students with advanced skills to achieve their full potential and, in so doing, make a true difference in the world.



FACULTY OF BUSINESS AND LAW

Our Faculty of Business and Law comprises our Business School and the School of Law's subjects. We offer a range of innovative apprenticeship, undergraduate and postgraduate courses, including in accounting and finance, business management, criminology and policing, economics, law, marketing, politics, sociology and tourism. The Faculty's primary focus is to provide all students with the opportunity to engage and develop industry connections and to experience practical learning that prepares them for life beyond university. Since we introduced the UK's first business degree over 50 years ago, our Business School has been recognised as a top institution for producing business leaders, entrepreneurs and CEOs.



FACULTY OF SCIENCE AND TECHNOLOGY

Our Faculty of Science and Technology comprises a wide range of undergraduate and postgraduate courses in computer science, engineering, mathematics, natural sciences, psychology, sports and more. With a focus on delivering practice-based teaching in our world-class facilities, including West Stand at the StoneX Stadium, our expert academics prepare career-ready students and encourage them to challenge thinking and formulate approaches that are fit for purpose in our modern world. The Faculty strives to shape a healthier and more equitable world through its thriving research and partnerships with academia, industry and private and public organisations in the UK and internationally.

THE ROLE

PURPOSE

Middlesex is looking to appoint a Vice-Chancellor with exceptional leadership qualities to deliver its mission to transform knowledge into action across our campuses in London, Dubai and Mauritius. As the University's Chief Executive and senior academic officer, the Vice-Chancellor will have the vision and skills required to implement our Strategy, ensure our financial sustainability, and make real our ambitions to be an engine for social mobility through excellence in education and research.



PRINCIPAL ACCOUNTABILITIES

INSPIRATIONAL LEADERSHIP

- Provide leadership for and continue to shape and develop the University's Strategy, building on our current Strategy to 2031 – Knowledge into Action
- Build, lead and develop a high-performing executive team, focused on delivering the strategic aims of the University
- Establish and maintain outstanding communications and engagement across the University and communities we serve
- Inspire and motivate staff in the UK and internationally through compelling, energising and visible leadership
- Foster strong working relationships across the governing body, executive, and beyond
- Celebrate our successes internally and externally, particularly in relation to the contribution the institution makes to its students and wider society.

EDUCATION AND THE STUDENT EXPERIENCE

- Lead the institution in providing an outstanding student experience, embracing learning innovation
- Develop a constructive partnership with the University's Students' Union and the student community, and ensure that the student experience is a significant priority
- Foster an inclusive culture that supports all learners through a flexible and personalised approach.

RESEARCH, KNOWLEDGE EXCHANGE AND ENTERPRISE

- Continue to develop a high-quality, sustainable and innovative research profile for the institution that addresses real world problems and promotes interdisciplinary working
- Provide oversight for the further enhancement of Middlesex's flagship research areas in preparation for the next REF, and for knowledge exchange activity across the University.

PARTNERSHIP, COLLABORATION AND REPUTATION

- Be a highly visible, compelling and persuasive advocate for the University, its achievements, contributions and priorities, with a wide range of local, national and international stakeholders
- Develop strategic partnerships and collaborations that serve to enhance the University's mission and deliver our strategic aims
- Continue to prioritise regional agendas, including in the London Borough of Barnet and within international communities in Dubai and Mauritius.

RESOURCES, FINANCIAL AND OPERATIONAL SUSTAINABILITY

- Primary responsibility for management of the University as CEO, and for delivering financial sustainability
- Develop more streamlined systems and processes through the continuation of current transformation programmes, leveraging best practices and ensuring operational effectiveness and efficiency.

CULTURE AND VALUES

- Promote collegiality and a sense of community, embedding a shared vision including across campuses, Faculties and services
- Recognise and champion Middlesex's clear commitment to equality, diversity and inclusion
- Ensure that the University continues to benefit from a diverse student and staff body by attracting, developing and retaining talented people
- Demonstrate an unerring commitment to widening participation and access.

GOVERNANCE

- Work closely with the Board of Governors to uphold excellent standards of corporate governance and regulatory compliance.



HOW TO APPLY

Saxton Bampfylde Ltd are acting as an employment agency advisor to Middlesex University on this appointment process.

Candidates should apply for this role through their website at www.saxbam.com/appointments using code **WIXF**

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

The closing date for receipt of applications is **noon on Tuesday 21 November 2023.**

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

THE PERSON

KNOWLEDGE, SKILLS AND EXPERIENCE

- Proven track record of leadership at an executive level in a large and complex organisation within an analogous university setting or in a similar, mission-driven environment
- Experience of recruiting, developing and empowering a high-performing senior team
- An ability to both shape and deliver strategy in a changing external environment
- Well developed 'corporate' leadership experience: the ability to manage, streamline and improve operations alongside providing strategic leadership to the University
- Excellent external skills with a track record of developing meaningful and strategic partnerships across higher education and the public, private and third sectors
- Experience of developing and delivering regional engagement strategies alongside the ambassadorial qualities to advocate for Middlesex in a variety of external contexts

- The capacity to bring commercial and financial acumen while recognising the academic endeavour of the institution
- A deep understanding of higher education and the considerations necessary to support excellent outcomes in teaching and learning, graduate outcomes, research, knowledge exchange and enterprise, and social impact.

PERSONAL ATTRIBUTES

- Clear commitment to the University's values with a track record of integrity, objectivity, impartiality and honesty
- Forward thinking and able to respond flexibly to new opportunities and challenges with innovative and creative solutions, and to cope with ambiguity and perform through periods of uncertainty
- Student-centred with a progressive, modern and caring approach to student development.





Middlesex
University
London