



**Appointment to the
office of:
Pro-Vice-Chancellor
(Resources and
Operations)**



**UNIVERSITY OF
CAMBRIDGE**

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Foreword

The University of Cambridge is synonymous with excellence in research, education and learning. To ensure Cambridge continues to deliver on its mission, our academic endeavours must be underpinned by robust, modern, and efficient financial and operational systems. It will be one of the main roles of the Pro-Vice-Chancellor (Resource and Planning) to oversee, support and enhance those systems.



The Pro-Vice-Chancellor (Resources and Operations) will work closely with me and other members of the university's leadership to ensure our institution is financially sustainable and able to support its academic work. The postholder will also have strategic oversight for the university's estate, its infrastructure, and its operations.

Crucially, the postholder will provide the academic leadership for the university's transformation programmes, including its digital transformation. This is a crucial appointment at a critical moment for the university. I look forward to working alongside someone who is experienced, strategically minded, and excited about the prospect of making one of the world's best universities more financially resilient, more modern, and more efficient in its operations.

Professor Deborah Prentice

Vice-Chancellor



Introduction to the University

The University of Cambridge is consistently ranked as one of the best universities in the world, achieving academic excellence through its Schools, Faculties, Departments and other Institutions, together with the 31 Colleges.

The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 12,500 staff is not what has already been achieved, but what is possible in the future.

The education and experience of our students, based on a partnership between the University's academic Departments and Faculties and the 31 Colleges, is second to none. Every student is a member of one of the Colleges, each a community of students, academics and staff drawn from across the University's comprehensive range of subject areas.

The University is an academically-led democratic institution, its ultimate decision-making body being the Regent House, which comprises more than 7,000 members of academic and senior administrative staff. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University also has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools.

These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (a historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting dissemination of research, academic development at school and in higher education, and international student mobility. Legally, Press & Assessment is a department of the University. It provides very important funds that are invested in the academic work of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet and its place in the universe. Yet the global and national contexts in which the University operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but ever less equal, the University's mission – “to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence” - has never been more relevant.





Role of the Pro-Vice Chancellors

Reporting to the University Council through the Vice-Chancellor, the Pro-Vice-Chancellors provide academic leadership to the University to ensure that the University maintains and enhances its contribution to society and its global academic standing. They support the Vice-Chancellor in the delivery of her objectives, and work as a team with the Heads of Schools, the Registry, the Chief Financial Officer, the Executive Director of Development and Alumni Relations, the Director of Communications and other senior colleagues.

The University currently has five Pro-Vice-Chancellors with the following portfolios:

- Professor David Cardwell (Strategy and Planning)
- Professor Anne Ferguson-Smith (Research and International Partnerships)
- Professor Kamal Munir (University Community and Engagement)
- Dr Diarmuid O'Brien (Innovation¹)
- Professor Bhaskar Vira (Education)

Professor Anne Ferguson-Smith will conclude her term in office on 30 June 2024, in order to take up the position of Executive Chair of the Biotechnology and Biological Sciences Research Council. The portfolio will then be renamed 'Research'.

Professor Cardwell's final term in office will conclude on 31 July 2024, after which the portfolio will be renamed 'Resources and Operations'.

¹ Dr O'Brien takes up the Office of Pro-Vice-Chancellor (Innovation) with effect from 15 April 2024, replacing Professor Andy Neely as Pro-Vice-Chancellor (Enterprise and Business Relations).

The Office of Pro-Vice-Chancellor (Resources and Operations)

The Pro-Vice-Chancellor (Resources and Operations) will provide academic leadership across four principal areas: the prioritisation, distribution and use of resources across the University to optimise operational effectiveness; integration of academic planning with resource planning; and oversight of the University's change and transformation programmes and the University's IT and digital capability¹.

This is an exciting opportunity for an individual who wishes to be a visible leader across the collegiate University in areas which are fundamental to the University's continued success. The individual will play a key role in shaping the direction of the University over the next few years, in particular by ensuring that it is financially sustainable and that its operations and infrastructure provide the most appropriate support to one of the world's best academic institutions.

Although the portfolio is expansive, the office-holder will be expected to lead activity principally at a strategic level. Support (strategic and operational) will be primarily provided by the Finance Division; the Estates Division; the Change and Programme Management Office; the University Information Services; and the Health, Safety and Regulated Facilities Division.

¹Financial Transformation (FTP), HR Transformation (HRTP), Transforming Research Support (TRS), Reshaping our Estate (RSoE) and Reimagining Professional Services (RPS).

Sitting at the academic interface with some of the University's most significant operational areas, the Pro-Vice-Chancellor will be responsible for ensuring that the University's resources are deployed to best effect in support of the University's academic endeavour. This will include developing and implementing a robust approach to prioritisation of resource across all areas of the University's activities, which in turn will inform the distribution of financial resources. This work will be done in partnership with the Chief Financial Officer who is focussed on strengthening the University's financial resilience, including by growing its investment capacity. Together, the Pro-Vice-Chancellor and the Chief Financial Officer will lead the work to ensure that the University is able to support and invest in its people, its academic activity and its physical and digital infrastructure, now and into the future.



More specifically, the successful candidate will continue the work of Professor Cardwell to develop the University's planning and budgeting process so that it is priority-led. This strand of activity will include the successful delivery of the Enhanced Financial Transparency Programme, as a result of which financial monitoring and accountability across the institution will be considerably improved.

In addition, the office-holder will provide the academic leadership for the following areas and the related professional services teams:

- the University's ambitious transformation programmes. The individual will ensure that these programmes are properly aligned, sequenced, resourced and have the buy-in of the academic community, such that they are successfully implemented and deliver on their goals. More broadly, the individual will champion these change programmes across the University, helping the community to prepare for the cultural and operational changes that are a core part of these transformation programmes.

The office-holder will also advise on the evolution of these programmes and the development of potential future programmes, to ensure that the University's professional services are able to provide contemporary and fit-for-purpose support to the academic endeavour; and

- the University's IT and digital landscape, including: ensuring that the University has the right capabilities and capacity to continue the transition to a more digitally-enhanced future to support its academic activity; accelerating the defragmentation of IT infrastructure; and mitigating the major risks in this area such as cyber security.
- all estates-related activity, including the development of the University's first masterplan across the entirety of its estate; the successful delivery of the Reshaping our Estate programme, the objective of which is to create an estate that is "more efficient, more effective, more sustainable, and fit-for-purpose"; and, working with the Property Board, the planning and delivery of the next phases of development in Eddington;



As the academic lead for these areas, the office-holder will chair a number of committees, which may include the Finance Committee, the Resource Management Committee, the Estates Committee, the Change and Programme Management Board, the Information Services Committee, and the Health and Safety Executive Committee. The individual will also attend the Planning and Resources Committee, the General Board and the University Council.

Person Specification

The successful candidate for the office of Pro-Vice-Chancellor (Resources and Operations) will join us with the following key skills and experience:

- A record of high achievement as a leader in a large and complex higher education or research institution.
- Substantial experience of prioritisation, resource allocation, financial planning and, preferably, some experience of managing change and leading the adoption of digital technologies.
- A thorough understanding of financial management and the ability to deliver results in an environment where authority is derived from influence and persuasion.
- Proven ability to lead discussions about, and reach conclusions on, complex and potentially contentious topics, including those relating to funding, resources and prioritisation.
- Academic credibility at Professorial level, with the ability to influence outcomes and build consensus for the benefit of the wider organisation.
- Fluent communicator, with the ability to engage effectively with diverse groups across the collegiate University and willingness to have difficult conversations on, and lead constructive debates about, topics about which colleagues feel passionately.
- A thoughtful, considerate, committed and resilient approach.



The University's Estate

The University's estate is a unique combination of historic landmark buildings, architecturally significant learning spaces, farmland, commercial premises and highly sustainable residential development. The estate is undergoing the most significant transformation in its history with a strategically important extension of the city of Cambridge at Eddington, to the northwest of the city.

This award-winning, highly sustainable project is providing an additional 500,000 m² of new commercial and academic research space, 3,000 new homes (half of which the University will own and let at favourable rates for early career researchers and other staff), and accommodation for 2,000 postgraduates. The development includes site-wide water recycling, district heating and low-carbon transport solutions. A primary school, hotel, retail outlets, community hall, sports facilities and green spaces have already been completed.

Phase one will be finished this year and plans for further phases will be considered by the University in the next 12 months.

Other major developments across the University's estate include the construction of the new Ray Dolby Centre for the Department of Physics (opening in 2024), the shared facilities hub at West Cambridge, and a new home for the Cambridge Institute for Sustainable Leadership in central Cambridge – designed to and delivering on the highest environmental sustainability standards.

The University is also a key partner in the Cambridge Biomedical Campus, a globally leading site for life science discovery, development and delivery. Unique in the UK/Europe, CBC brings together world-class research, teaching, healthcare delivery and commercial activity in a single, integrated physical location.

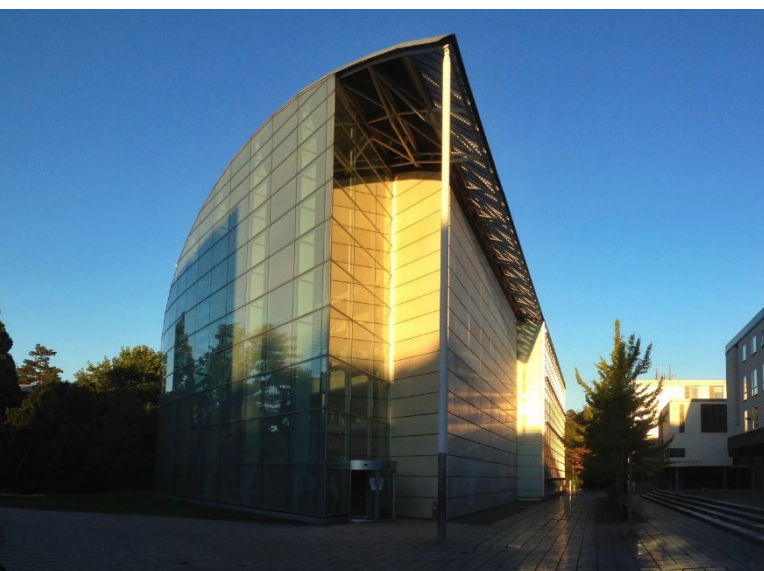
CBC incorporates Cambridge University Hospitals, including Addenbrooke's and the Rosie, and the internationally leading specialist heart and lung hospital, Royal Papworth, with important specialist cancer and children's hospitals in development.



CBC also includes the University's Clinical School, the Cancer Research UK Cambridge Institute, and major new University sites for immunological and stem cell research and biomedical research, alongside and working in concert with major research-led companies, including the world headquarters of AstraZeneca, Abcam and others.

CBC research facilities include the world-renowned MRC Laboratory of Molecular Biology, which has yielded 12 Nobel Prize winners. CBC benefits from substantial external funding, including CRUK and NIHR, as well as grants from major commercial organisations. The University has additional opportunities to expand the site to further secure its global leadership position in life sciences research and human health impact.

The University's historic city centre sites, including the School of Biological Sciences, are also the subject of redevelopment to ensure that they can offer the best facilities and opportunities for staff and students. The David Attenborough building, home of the Cambridge Conservation Initiative, the Zoology Museum and state-of-the-art teaching facilities is a recent example of this ambitious redevelopment process.



In all, the estate capital plan anticipates a total of £2 billion of new development over the next 15 to 20 years. Matching funds against these needs is at the heart of the University's financial strategy. Reshaping our Estate is the strategic programme of work that will lead this development, and aims to understand how space is used and identify the opportunities to use space more efficiently, to create an estate that is fit for the 21st century and which, at its core, will enhance the University's world-leading research and education.

Another key strategic priority is the University's ambitious programme of carbon reduction. We were the first university in the world to set a science-based target for carbon reduction, committing to reducing scope 1 and 2 carbon emissions to absolute zero by 2048, with an aspiration to achieve this by 2038. The University's strategy for scope 3 emissions is to minimise as much as possible and apply offsetting to address unavoidable emissions to achieve zero carbon. A key part of this work is improving scope 3 data, with these improvements dependent on structural developments underway to the University's expenses and procurement processes and data.

The University also aims to divest from all direct and indirect investments in fossil fuels by 2030 as part of a broader strategy to achieve net zero greenhouse gas emissions across its entire investment portfolio by 2038.

The University's Finances

The University is financially strong with an Aa1 (stable) rating from Moody's, a balance sheet of £7 billion and a well-performing endowment fund of £4 billion. Our annual income is £2.5 billion, of which approximately £1 billion is the combined turnover of Cambridge University Press & Assessment. Our latest Annual Report and Financial Statements show that research income, won competitively from the UK Research Councils, the European Union, major charities and industry, is £570 million per annum. The University has also raised external finance through long-term bonds to invest in projects that can deliver a commercial return.

The University participates in a number of pension schemes, of which the largest is the Universities Superannuation Scheme (USS).

Income and expenditure

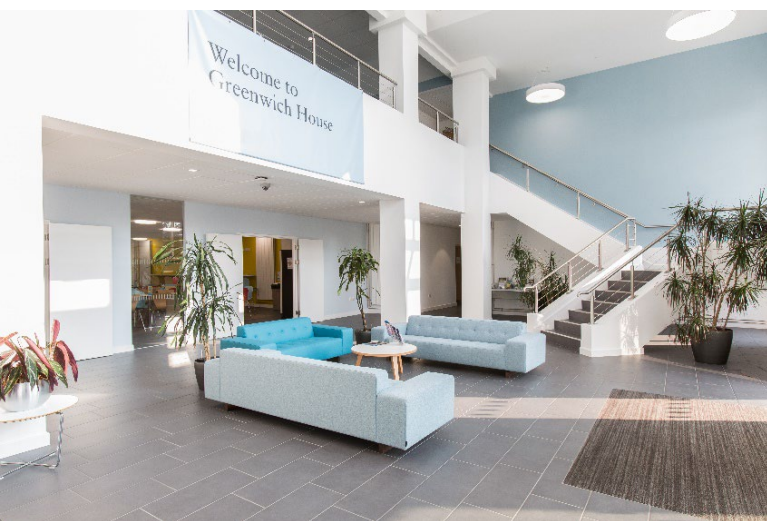
The University's full financial statements are available at: <https://www.cam.ac.uk/about-the-university/annual-reports>.

Note that our adjusted operating deficit for the year of £9 million does not represent the University's capacity to fund investments as it excludes significant philanthropic donations and government grants.

The consolidated financial statements provide an overview of the finances and operations of the University Group. They cover:

- The teaching and research activities of the University and its subsidiary companies
- Cambridge University Press & Assessment and its subsidiary companies, joint ventures and associates
- The Gates Cambridge Trust and other trusts.

The University's primary sources of income are from: examination, assessment and publishing services; sponsors of research projects; tuition fees and education contracts; funding body grants from the Office for Students and Research England; donations and endowments; investment income; and other income, including from property rentals and intellectual property managed primarily through Cambridge Enterprise Limited.



Change and Transformation

Throughout its history, Cambridge has maintained a position of distinction amongst world universities not by standing still, but through constant evolution. From historical challenges to more recent issues like Brexit and Covid-19, the University has shown its ability to adapt and respond to the challenges of the day.

To make sure that the University is academically excellent, financially sustainable and a great place to work well into the future, Cambridge has established a number of change initiatives to help us embrace new ways of working to better support our staff, students and academic mission. Valued at approximately £100m of investment, these vital programmes and projects will help the University seize new opportunities, respond to future challenges and make an even greater contribution to society through teaching and research.

The Change and Programme Management Board, a committee of the General Board, is responsible for directing the development and management of the change programmes.

The Board is chaired by the Pro-Vice-Chancellor (Resources and Operations), and it is supported by a Change and Programme Management Office that works closely with the Board and its chair.

Our Programmes:

HR Transformation Programme:

Through the HR Transformation Programme (HRTP), we aim to extend our HR capabilities and support new ways of working. Simplifying and harmonising our HR and payroll processes is a key part of the programme, together with the introduction of a new SaaS system (myHR).

myHR will give every employee quick and direct access to their personal and employment information, and the ability to carry out a range of HR-related tasks in a more efficient and consistent way. Those with management responsibilities will also be able to review information about their teams and carry out quick transactions such as approving annual leave, helping to streamline processes and replace paper-based forms.

The programme will deliver a broad range of benefits to increase engagement and enhance the employee experience, with improved efficiency and information sharing, and straightforward ways to monitor and report on compliance. Looking ahead, the increased capability and access to high-quality data will enable focused and sustained organisational development to support our growing workforce.



Finance Transformation Programme:

The Finance Transformation Programme (FTP) will enable us to properly evaluate our financial sustainability and make informed strategic planning decisions by providing the University with better financial insights and access to quality management information. This will be achieved by modernising our ways of working through new processes, technology and governance. Our vision is to be a customer-focused and digitally enabled team that supports colleagues to deliver excellent, financially sustainable teaching and research.

Enhanced Financial Transparency

Enhanced Financial Transparency (EFT) is one of the leading projects under FTP, which will help staff understand what income and costs they can control and influence, what income is earned on their activities, how much those activities cost and how much is spent on central costs (e.g. HR, buildings maintenance). As a result staff will be able to make better informed financial decisions that will help them achieve their academic mission and provide a better understanding of how they contribute to the long-term financial sustainability of the University.

Over the next three to five years we will deliver a new financial planning tool, new ways of working and new policies and principles which will help us realise the full potential of this project.

Transforming Research Support Programme:

The Transforming Research Support Programme aims to strengthen research excellence across the University in an increasingly complex, challenging, and competitive environment, the programme aims to ensure academic, research administration and professional staff have the right skills, support, systems and ways of working. The Programme will further contribute to a collaborative culture where everyone involved in research can help each other and the University to achieve its mission.

The first phase of work is the Grant Management Support (GMS) Project that will improve the services offered to researchers and administrators at the pre-award, contracts and post-award stage of the research process. This includes the introduction of new grant management system Worktribe across the University using a phased approach from 2024 onwards.



Reimagining Professional Services:

The Reimagining Professional Services Programme (RPS) aims to transform the way that we work so that we can become a modern organisation that is fit to operate effectively in the 21st century. The programme centres around the evaluation of our existing services and designing new ways of working, guided by the RPS principles - connected, consistent, decisive, supportive, and excellent – we will be focusing on the needs of the people using, delivering, and supporting our services.

Initially we are focusing on services affected by the above change programmes, RPS will help the University to attract and retain great people, remain financially sustainable and respond to a rapidly changing world and the changing needs of our staff, students and partners.

It is imperative that these change programmes deliver on promises to staff and students across the institution and that their benefits are effectively realised for the University.

For more information about the Change and Programme Management Board, please visit: [Change and Programme Management Board \(cam.ac.uk\)](http://cam.ac.uk). For more information about the change programmes, please visit [Change at Cambridge - Home \(sharepoint.com\)](http://sharepoint.com).



General Information about the University

The Governance and Structure of the Collegiate University

At the head of the University's governance structure are the Regent House, the University Council and the General Board. The sovereign body of the University is the Regent House, which exercises deliberative, electoral and legislative powers. It has more than 7,000 members, including academic staff, heads and other members of the governing bodies of the Colleges, and senior research and administrative staff. It is the embodiment of the University as a self-governing community, a concept that is of considerable importance to understanding the culture and values of the collegiate University. The University Council is the principal executive and policy-making body of the University and its members are the charity trustees. The General Board is responsible for the University's academic and educational activities and policies.

The Colleges

The Colleges are self-governing, separate legal entities that appoint their own staff (although many members of Colleges are Fellows appointed to University positions). Intercollegiate matters are conducted via various committees, among them the Colleges' Committee, the Bursars' Committee and the Senior Tutors' Committee. The Colleges are regulated by the Charity Commission.



The Collegiate University

The University and the Colleges are intertwined in a symbiotic relationship and are often referred to as the collegiate University.

The University awards degrees and conducts examinations and assessments. Its Faculties and Departments provide lectures and seminars for students, determine the syllabi for teaching and conduct research. Colleges admit undergraduate students, deliver supervisions (small-group teaching), and provide student accommodation and pastoral care.

Structure of the University

Schools, Faculties and Departments

The teaching and research activities of the University are conducted through six major groupings of institutions called Schools. Each School has considerable delegated powers for academic policy and financial budgeting.

The Schools are:

- Arts and Humanities
- Biological Sciences
- Clinical Medicine
- Humanities and Social Sciences
- Physical Sciences
- Technology

Non-School Institutions

The University Library (UL) is one of the world's oldest university libraries and home to one of the world's great collections of cultural treasures and research materials, including the archives of Newton and Darwin, and the Cairo Genizah (the world's largest and most important collection of medieval Jewish manuscripts). In addition to its physical collections numbering more than eight million items, the UL provides access to tens of millions of electronic articles, books, journals, music scores and other e-resources. It has a particular focus on growing its digital collections and increasing the range of its digital services.

Students are additionally supported in their studies with access to a wider range of Departmental and College libraries. The Botanic Garden and the University of Cambridge Museums have internationally significant collections of more than five million artworks, artefacts and specimens.

They represent the greatest concentration of 'designated' research, teaching and cultural collections, identified as internationally significant under a national scheme, within any single organisation in the UK.

The Botanic Garden and the eight University of Cambridge museums represent the UK's most significant concentration of internationally important collections outside London.

These include the Fitzwilliam Museum and Kettle's Yard (both of which are Non-School Institutions), and the Museum of Archaeology and Anthropology, the Scott Polar Research Institute, the Museum of Zoology and the Whipple Museum of the History of Science (each of which is embedded in one of the six academic Schools).

Professional services

Professional services are provided both centrally and within Schools, Faculties, Departments and within other institutions, notably 'Non-School Institutions', ensuring a balance of support across the University. As with our academic staff, we aim to attract the brightest and the best.

There are ambitious plans for our professional staff and the services they provide through the change and transformation programmes already underway across the academic University. These programmes will deliver more integrated and streamlined processes and systems, while at the same time providing a considerate working environment where there is a strong shared sense of community.



Teaching and Student Life

The collegiate University provides an outstanding education and student experience by focusing on each student as an individual, nurturing their talents and supporting them to take full advantage of the opportunities the collegiate University has to offer.

The cornerstone of the University's education is its degree programmes (undergraduate, master's and doctoral), which are provided in the distinctive environment of the collegiate University. Here, nearly 25,000 students receive intensive, personalised education and opportunities for research within a residential setting that offers extensive opportunities for cultural, social and sporting enrichment, as well as a superb system of pastoral support.

The heart of undergraduate teaching is the supervision system, organised and run by the Colleges. Supervisions require students to prepare thoroughly on individual topics for small-group study and discussion with their supervisors and fellow students on a regular basis.

Our students are academically excellent, but more than that, they are remarkable for their engagement, their motivation and their sense of purpose and responsibility. The student body is diverse, with more than 40% coming from overseas, more than 25% from a minority ethnic background, and over 25% of UK undergraduates from the most socio-economically disadvantaged groups.

Postgraduate education is also of exceptional quality, with more than 300 postgraduate courses on offer, including taught and research opportunities across a broad range of disciplines. We are currently expanding the range of these courses to respond to the new challenges and opportunities that our graduates will face, whatever their chosen career path. We are launching new multi-disciplinary courses combining science and the humanities as well as developing new pathways to a research career.

The University and the Colleges are strongly focused on attracting even more of the very best students from across the world, and from all ethnic and economic backgrounds.



The collegiate University invests £5 million a year in widening participation initiatives, and a further £7 million a year in undergraduate bursaries. In the Postgraduate space, we are running a major new recruitment drive to grow numbers of international applications and developing a programme of initiatives in collaboration with other UK universities to widen participation in postgraduate education, particularly doctoral studies from under-represented groups and communities.

Another distinctive feature of the collegiate University education system is its strong emphasis on welfare and pastoral support. Despite the challenging nature of courses, student drop-out rates are incredibly low. Colleges provide frontline pastoral support through regular meetings with academic tutors and access to welfare support.

This is supplemented with comprehensive student welfare services, including mental health and wellbeing support, an Accessibility and Disability Resource Centre, Careers Service and signposting and connection to other services provided by the central University.

The University also provides significant opportunities for learners outside of the full-time degree programme, including lifelong learning. Undergraduate and postgraduate certificates and diplomas can be taken, including fully online, and are popular with those who cannot commit to a full-time degree. There are also a growing number of students enrolled on professional courses, and the University has exciting ambitions to expand this offering. This will generate income and technology infrastructure to bring the University to new audiences across the globe.



Equality, Diversity and Inclusion

The University aims to be a leader in fostering equality and inclusion, and in promoting a sense of belonging for all.

We are committed to the University being a kind, compassionate working environment where people are valued as individuals for the unique experiences and perspectives they bring, and where there is a strong shared sense of community.

It is vital that our staff and students can participate fully in University life, question and test perceived wisdom, and express new ideas and controversial or unpopular opinions in an environment that encourages respectful challenge and discussion. The University recognises that its various and sometimes overlapping duties provoke strong and impassioned debate – both within the collegiate University, across the higher education sector and in wider society.

We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network.

The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.

The University of Cambridge is committed to a pro-active and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity. The University is particularly focused on increasing diversity among staff on higher grades and especially encourage woman and candidates from Black, Asian and Minority Ethnic backgrounds to apply for these vacancies.





Terms of Appointment and Further Information

Terms of appointment

The Pro-Vice-Chancellor (Resources and Operations) will be appointed at no less than 80% FTE.

The University Council expects to make the appointment in the Michaelmas Term. The Council will be advised by a Nominating Committee chaired by the Vice-Chancellor.

It is anticipated that the successful candidate will take up the office as soon as possible after the current incumbents' final term.

The University currently operates an employer justified retirement age of 67 for all University officers, including the Vice-Chancellor. Any employment beyond the retirement age is subject to University approval. Further information can be found in the University's [Retirement Policy](#).

Personal Professorship

The Council would be open to considering the possibility of offering a fixed-term Personal Professorship, as appropriate, to be coterminous with the PVC term. This agreement would be

subject to the University's existing provisions for such matters.

Expressions of interest and further information

The Nominating Committee welcomes expressions of interest from individuals and nominations of potential candidates for consideration by the Committee. The position is open to external and internal candidates.

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

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

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 noon on Thursday 25th April.



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