



UNIVERSITY OF
CHICHESTER

Appointment of Vice-Chancellor



Saxton Bampfylde

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Welcome from the Chair of Governors

Dear Applicant,

On behalf of the Board of Governors, I would like to thank you for expressing an interest in the role of Vice-Chancellor of the University of Chichester. The Board is proud of the University's achievements, both academically and in the sense of community that pervades through the institution. As such, we welcome applications from those who believe they can build on the strong foundation that has been established by the outgoing Vice-Chancellor, Professor Jane Longmore, who will retire in September 2024.

The University of Chichester is the only university in West Sussex. It has two distinct, but equally important, campuses in Chichester and Bognor Regis. The University gained its title in 2005 and Research Degree Awarding Powers in 2014, but the history of its antecedent institutions goes back to 1839 when the Bishop Otter Teacher Training College was established to train teachers for elementary schools.

The University remains a member institution of the Cathedrals Group, an association of fifteen Universities in England and Wales with Church foundations, and enjoys collaborative relationships with our neighbours both in higher and further education. We are also the single corporate member of the University of Chichester Multi-Academy Trust.

With a current total of 5,500 students we continue to grow and have ambitious plans for the future. We have consistently been placed in the top 40 of the Guardian league table for the past four years and NSS scores have remained high, reflecting the sense of belonging shared by staff and students in a supportive and student-centred community of learning.

In 2018, the University set itself a series of challenging targets for its current strategic plan, 'Open for Change'. This comes to an end in 2025 and much has been achieved. In the last year, we have been rated Gold for the Teaching Excellence Framework (TEF) and Outstanding in the Ofsted assessment of our teacher training. Some of our other highlights from the last 7 years include opening our £30 million Technology Park, establishing a successful School of Nursing and Allied Health and a new department of Law which has recently been voted the best in the country in the NSS. Furthermore, we have been named as a leader in sustainability being one of only a handful of UK universities to achieve Platinum Tier status according to the latest Uswitch Green Universities Report (2023).

As part of our health strategy, the University will host a new Community Diagnostic Centre (CDC), funded by NHS England and based at the Bognor Regis Campus. To support the aims of this centre, the institution has secured investment from external funders to expand into new taught

programmes in biomedicine and diagnostic radiography. This will help to further grow our course portfolio and student numbers over the duration of the next strategic plan.

We are an inclusive, values-based organisation, that embraces diversity, and we are known for the holistic approach we adopt to support our students throughout the journey they take with us. Through the work of our dynamic Students' Union and our staff, Chichester was voted the LGBTQ+ Inclusive University of the Year in 2023.

The Governors bring skills from across the educational sector as well as from finance, business, law and health and enjoy a strong and effective working relationship with the Vice-Chancellor and the Executive. They are committed to ensuring the future of the University is assured and that its reputation for excellence continues to grow.

The successful applicant for the post of Vice-Chancellor will therefore be able to develop and lead us through the next strategic cycle. For this they will need to have strong executive leadership skills, appropriate for the higher education sector, but also able to embrace the values of the University. As such, they will need to be ambitious, entrepreneurial, financially astute and committed to academic and research excellence. However, they will also need to be wise, empathetic and committed to the welfare of all in the University community. In particular, they will need to demonstrate excellent communication skills and be prepared to be a pro-active and enthusiastic ambassador to our stakeholders and fellow universities.

In a recent survey of our staff and students, which has been carried out to support and strengthen the recruitment process, it is exactly these values and attributes that were identified as being expected of the new post-holder.

The official motto of the University is "By teaching, we learn" but we have recently adopted "Be inspired. Be original, Be you" for current and prospective students. I hope that you will find this information pack inspires you and encourages you to consider making an application for the post; known and unforeseen changes in higher education make this appointment an excellent opportunity for an outstanding candidate.




Dr Tim Fooks
Chair of Governors

About the role

As Chief Executive of the University, the Vice-Chancellor is responsible to the Board of Governors for the academic and organisational leadership and management of the University. The post holder will develop, promote and champion the distinctiveness, quality and profile of the University through clear vision, informed academic and professional service leadership and sound management.

The Vice-Chancellor will lead in the development and delivery of ambitious and creative strategies which continue to build on

the University's strong foundations, enhance its reputation and strengthen its distinctive position within a rapidly changing external market. Externally, the Vice-Chancellor will be expected to engage with the local community, businesses and official bodies as well as regional, national and international partners to build and develop a strong set of relationships for the benefit of the University. A highly effective ambassador, the Vice-Chancellor will raise the profile of the University of Chichester and ensure the institution is appropriately engaged in national higher education policy debates.

Principal Accountabilities

- Work closely with the Board of Governors to review, develop and evolve an ambitious and innovative institutional vision and to uphold the highest standards in learning, teaching, research and enterprise.
- Design and deliver a new strategic plan and supporting sub-strategies to commence in 2025.
- Provide highly effective financial management in accordance with the strategic aims of the University, ensuring the institution has robust financial planning and risk management systems.
- Lead, and provide management to, the Executive Team, consisting of two Deputy Vice-Chancellors, Chief Operating Officer, Chief Marketing and Communications Officer and Chief Human Resources Officer.
- Manage and develop a high performing Senior Management Team (SMT) and foster a culture of accountability, mutual respect and excellence at all levels of the organisation.
- Ensure the successful delivery of a positive student experience and maintain systems to ensure effective student support and well-being.
- Promote and ensure that excellent relations are maintained with the student body and alumni.
- Promote and ensure continual improvements to the staff experience and further develop the University's strong culture of community and inclusion.
- Lead the development, enhancement and expansion of the University's research profile.
- Represent the University externally and build effective partnerships and networks with organisations which have symmetry with the University's academic provision and aspirations.
- Actively engage with and serve as Chair to the University of Chichester's Multi-Academy Trust and associated University/Multi-Academy Trust meetings.
- Leverage the history of the University to the benefit of its future, drawing upon and utilising links with the Church which reinforce the inclusive, welcoming nature of the University and reflect the foundations on which it was built.
- Act as an ambassador and advocate for the University, and ensure the University engages with and is responsive to the needs of the communities it serves.
- Chair and lead appropriate committees and various groups across the University.

Person Specification

Key Attributes

- The Vice-Chancellor will be an inspirational leader with the vision, commitment and determination to build on the strengths of the University and take it to the next level of achievement.
- The Vice-Chancellor will have a confident, clear and consultative style and the ability to motivate the whole University community. They will demonstrate a deep understanding and commitment to the University of Chichester, its strengths, values and future success.
- The Vice-Chancellor will, in the performance of their duties, use their best efforts to preserve and develop the values of the University, derived from its origins and relationship with the Church of England, and centred on the principles of tolerance, respect, hope, compassion and the highest dignity and worth of every person.
- The successful candidate will demonstrate the following skills, attributes and experience:

Visionary Leadership

- A proven track record of success as a senior leader in an executive capacity in a university or similar organisation.
- Outstanding leadership qualities with the ability to develop and articulate a compelling institutional vision, and provide a clear sense of purpose and direction.
- The personal authority, presentational and communication skills to generate high levels of commitment and to ensure the widest possible engagement with institutional strategies.
- A strong understanding of the distinctive nature of the University of Chichester and the ability and entrepreneurial vision to position the organisation effectively in a rapidly changing and increasingly competitive domestic and international market place.

Academic credibility

- Education to higher degree level and evidence of continuing professional development.
- A strong intellect, research profile and a track record of achievement that will command respect within the University's academic community.
- A comprehensive understanding of current and emerging trends in higher education delivery and organisation.
- The provision of strong and clear leadership to the functions of teaching, research, creative and professional practice, design, innovation and knowledge transfer within a robust quality framework.
- Commitment and capability to provide leadership in delivering an outstanding student experience.

Managerial and organisational skills

- A proven ability to manage effectively and prioritise actions in a complex, pressured and financially constrained environment, and a willingness to take difficult decisions in order to further the interests of the University.

- A deep understanding of the issues and challenges faced by the Higher Education sector.
- Strongly evidenced financial management skills and the ability to lead the growth and diversification of income streams to ensure financial sustainability.
- A thorough understanding of the management of human resources, estates and the learning environment in an academic institution.
- A demonstrated ability to inspire and motivate colleagues, to build and develop teams and to work closely and harmoniously with staff, students and the Governing Body.

Representational abilities

- The personal presence and credibility to act as an effective and inspirational ambassador for the University of Chichester and build strong, positive networks to the benefit of the institution.
- The ability to engage effectively across the staff and student communities; to be a visible presence throughout the University and to maintain strong and beneficial relationships with the Students Union.
- The reputation, experience and ability necessary to represent the University effectively to key local, regional, national and international stakeholders.
- A strong partnership ethos and the capacity to promote appropriate collaborative ventures across the public, private and voluntary sectors.
- A detailed understanding of the changing higher education policy environment and the ability to influence through effective relationship building with key decision-makers.

Personal qualities and values

- A student-centred focus and a determination to promote a high-quality experience in all aspects of a student's engagement with the University.
- A strong commitment to the University's mission to engage with its local community with a view to fostering economic and social prosperity and having a positive impact on the quality of people's lives.
- Empathy with and full commitment to the University's values of continued widening participation; promoting and fostering equality, diversity and inclusivity at all times and upholding the objects of the University which reflect the traditions on which the University was formed.
- The highest level of probity, personal integrity, openness, transparency and ethical behaviour upholding the values of public office.
- Support for the open and informal ethos of the University, within which students and all staff, both academic and professional services, are valued equally.

Teaching Excellence
within a high-quality
learning environment
in order that every
student has an
outstanding
experience guides all
that we do and how
we operate.

About us

Our Research Strategy is to support all staff engaged in learning and teaching to achieve national or international leading research profiles. Teaching at the university is informed and influenced by the research, professional practice, innovation and enterprise undertaken by our academics.

There is a strong focus on our staff community and maintaining high morale and developing the staff experience. Our culture is collegiate, inclusive and supportive. This regularly results in our students expressing very high levels of satisfaction in the teaching, assessment and feedback they received through the National Student Survey (NSS). We believe that the community nature of the University, the partnership of students and staff and the sense of belonging that students' feel are key elements in our success. All members of staff are expected to play their part in this.

The University is outward looking and plays a key role in the economic, social and cultural regeneration of the region in active engagement with the growth plans of the Local Enterprise Partnership. The institution works closely with the local authorities, employers and other local stakeholders, such as the NHS, to ensure our impact is wide-reaching. The delivery of an excellent and ever-increasing range of highly rated traditional and degree apprenticeship programmes encourages local business and other organisations to train their staff at the University and to work alongside University colleagues in the development and delivery of programme, assessment and placement activities.

Over the past 20 years, the University has had success in attracting overseas students from a wide range of countries who add a great deal to our community. There are over 200 international students studying across a wide variety of programmes and levels. The University has strategic plans to grow the number of international students whilst ensuring these are well-qualified and from a diverse range of countries. The first stage of this strategy will be to appoint a provider who will offer preparatory programmes including foundation and Pre-Masters courses from a dedicated centre.

The relatively small number of international students at present means the dependency on this group of students is significantly reduced, when compared to competitor institutions. Obviously, this means it is also a key strategic aim and opportunity for the University.

The University is proud of the experience it provides for students. On the following page we provide some statistics which demonstrate our success to date.

University of Chichester has been rated as a top-40 UK university for four years in a row (Guardian University Guide 2024), and is currently rated 38th in the UK



We are ranked 7th in the South East, according to the Times and Sunday Times Good University Guide 2024, and 53rd in the country.

The Times also rates us 27th in the UK for teaching quality, and 29th for student experience.



Awarded the Gold rating in Teaching Excellence Framework (TEF) in 2023.

Achieved platinum tier in the Uswitch Green Universities 2023 rankings – one of only six universities to do so.

In the National Student Survey (NSS) 2023, our law courses were rated 1st out of 110 universities.

Teacher training programmes delivered by the University of Chichester are rated outstanding by Ofsted.



The Executive Team comprises:

Vice-Chancellor and Chief Executive

Deputy Vice-Chancellor, Professor Simeon Keates

Deputy Vice-Chancellor (Student Experience), Dr Mark Mason

Chief Operating Officer, James Granger

Chief Marketing and Communications Officer, Mark Barlow

Chief Human Resources Officer, Alec Parry.

Other Officers attend and contribute to Executive Team meetings as appropriate including Directors and Heads of academic areas and professional services.

The University campuses

The University operates from two very attractive campuses, one in Chichester and one in Bognor Regis. There has been significant investment in both over the past five years.

In September 2018, the new building dedicated to STEM subjects welcomed Engineering, Design and Creative Industries students, including degree apprentices and the first cohort of Engineering degree apprentices graduated in September 2022. The University has also responded to the growing health needs of West Sussex by launching new degrees in Physiotherapy (2020) and Adult Nursing (2021). A newly refurbished building on the Chichester campus accommodated the School of Nursing and Allied Health from September 2021. Following successful fundraising, there are further plans to launch biomedical science, alongside diagnostic degrees for 2025 entry. This is closely aligned to the new Community Diagnostic Centre that will be located on the Bognor Regis Campus and operated in partnership with our local NHS trusts.

In addition to the campuses, the University has a number of successful academic partner institutions both within the UK and overseas, teaching our programmes on either a franchised or accredited basis. The University prides itself on being an excellent institution with which to partner, and this is an area of continued success and growth.

This postholder will work across both campus locations and externally, as required.



The University's academic offer

The University has over 5,500 students studying on undergraduate, postgraduate, PGCE and degree apprenticeship programmes in the following areas:

Institute of Applied Sciences

- Engineering
- Computing
- Mathematics
- Nursing and Allied Health
- Sport and Exercise Sciences, Sport Therapy and Football Coaching

Institute of Psychology, Business and Human Sciences

- Business and Marketing
- Accounting and Finance
- Psychology
- Criminology
- Counselling

Institute of Arts and Humanities

- Law
- History
- English
- Politics
- Philosophy

Institute of Education and Social Sciences

- Education
- Physical Education
- Sociology
- Social Work
- Childhood Studies

Conservatoire

- Music
- Musical Theatre
- Acting
- Dance
- Theatre

Creative Industries

- Fine Art
- Esports
- Games Design
- Digital Film Production
- Media

In addition to these areas, there are a further 2,500 students studying with academic partner institutions both within the UK and overseas, teaching our programmes on either a franchised or accredited basis. The University prides itself on being an excellent institution with which to partner, and this is an area of continued success and growth.





Research and enterprise

The University has a diverse portfolio of approaches and practices to research. In the 2021 REF exercise, 86% of our research was rated as internationally renowned with 10% ‘world-leading’. The institution places priority on achieving national or international-leading research profiles for all staff engaged in learning and teaching in areas of excellence.

Research and enterprise are key components of any Higher Education Institution and the University of Chichester is no exception. As the only University based in West Sussex, our activities are of profound economic, social and cultural significance to the region. An economic impact report from July 2021 indicated that the University generated £165.7m of output in West Sussex in 2019/20. To build on this impact, the University continues to expand its STEAM capabilities, a process that began with the development of the Technology Park on the Bognor Regis Campus. The University now regularly exceeds its KEF benchmark targets for local growth and regeneration, continuing professional development and graduate start-ups quite notably.

Income from externally funded research and innovation activities has continued to rebound from the COVID period. Research and Innovation income for 22/23 was £2.22m, which met the University’s KPI compared, with £1.61m revenue in 21/22.

The University has three distinct yet overlapping research themes to give a sense of identity, coherence and mission to our research culture:

- Health and Wellbeing
- Culture and Community
- Smarter Solutions

These themes are inclusive and multi-disciplinary by their nature, reflecting the wealth of different approaches our researchers take in contributing to knowledge and making meaningful change in the world.

In line with the target in the 2018-2025 Strategic Plan, the University submission to REF 2021 exercise doubled in size from 5 Units of Assessment (UoAs) in 2014 to 10 UoAs. In line with the increase in number of UoAs submitted, approximately 80% more FTE members of staff were submitted to REF 2021.



The University of Chichester Academy Trust

The University has a long track record of successful partnerships with schools and substantial proven expertise in education. The decision in 2012 to become an Academy Sponsor was a carefully considered but wholehearted one. Today, the University's Trust has 15 academies, 2 Inclusion Centres and a SCITT in its education family, based in Hampshire, Portsmouth and West Sussex, with over 950 employees across our Trust we educate 5,845 children with further growth plans.

Passionate about the power of education to cause positive ripples across society and empower learners to take an active role in their lives and that of others, there is a collective vision and set of values across the Trust, with each academy also having its own identity which defines them within their local community.

The central offices are based at the heart of the University's Bognor Regis campus alongside the University's Teacher Education facility. Staff from the Trust's academies support the University teacher training programme, and the University delivers its National Professional Qualifications Programme with support from expert leaders within the Trust's academies. The Trust's Education Development Team comprises academics employed across the University and the Trust, able to curate and communicate research and to enable and support practitioner research.

With a shared belief that education is a key way to break deprivation and disadvantage cycles in a sustainable way,

the University supports the Trust's strategic priority of a collective responsibility to contribute to Trust wide strategic priorities. By doing so, the Trust will reinforce its identity as a strong family of community focused academies and teacher educators, who contribute to creating a society where all children and young people feel they belong and in which aspirations are raised and lives transformed.

The governance within the University of Chichester Multi-Academy Trust is undertaken by Members, Trustees (sometimes called Directors), Executive and local governing bodies. The Trust operates a co-leadership approach, with the Board delegating responsibilities to the Trust's sub-committees, CEO and Executive and individual academies and local governing bodies. The Vice-Chancellor of the University of Chichester serves as Member and Chair of the Academy Trust Board.



University Strategy

The next Vice-Chancellor will join the University in time to guide its future direction which will see the design and delivery of a new strategic plan.

The Strategic Plan *Open for Change* (2018-25) offered an ambitious framework to secure the future of the University through a period of considerable challenge. It had a strong emphasis on growth, external engagement and sustainability, with each of its eight key strategic themes delivering an outcome vital to the University's capacity to thrive in the future.

This has been delivered to date, with significant positive changes to the University structure, the academic offer and facilities. The mission: *to provide outstanding education, advance knowledge and benefit the world* remains the focus of all that we do. Progress has been achieved by adherence to our Vision and constant reference to the key strategic themes outlined below.

Our Vision:

To achieve national and international recognition for the excellence of our teaching, research and innovation. We will continue to grow our reputation as an outstanding university with a strong externally facing focus. As the only university based in West Sussex, we recognise the economic, social and cultural importance of 'place' and the need to meet both local and global challenges.

Key Strategic Themes:

- We will strengthen the distinctiveness of the University of Chichester student experience as high quality, personalised, accessible and aspirational.
- We will increase the size and diversity of our student body;
- We will provide an excellent staff experience based on the core values of the University community;
- We will achieve disciplinary and cross-disciplinary excellence in research and innovation;
- We will increase external academic engagement, meeting regional needs and securing national and international recognition;
- We will build on our heritage in teacher education;
- We will contribute to the development of a strong economic ecosystem in West Sussex through imaginative business partnerships, enterprise education and support for graduate start-ups; and
- We will develop attractive and environmentally sustainable campuses.

The new Vice-Chancellor will need to be able to quickly understand and assess how the University should move ahead and lead the process of generating the next strategic plan, its themes and its targets.

Additional details

Inclusivity

We have a very inclusive and collaborative culture and believe that every person has the right to be treated equally and that the diversity of individuals and groups should be embraced, valued, and fully respected. The University is open to all and absolutely committed to eliminating any form of discrimination be it direct, indirect, harassment or victimisation, and to support this has an EDI plan and a number of supporting policies. These are available on the University's Intranet. The post holder will take responsibility for their own learning and engagement with equality issues and actions and will consider the impact of their actions to ensure that they do not have a detrimental effect on achieving equality of opportunity.

Right to work

The University cannot employ a person who does not have permission to live and work in the UK. Immigration guidance information is available on the University website for further information.

Health and safety

The Vice-Chancellor is responsible for ensuring that workplace responsibilities within the University are carried out with full regard to, and in support of, the University's Health and Safety Policy (available on the Human Resources page on the University's Intranet).

Sustainability and environment

The University is fully committed to sustainable development and environmental initiatives. It accepts its environmental responsibilities and recognises the contributions it can make to the resolution of global, regional and local environmental issues.

The University will continuously seek to improve its environmental performance and will comply, as a minimum, with all relevant environmental legislation, regulations and codes of practice. All staff are required to support the aims of the University's Sustainability Strategy.

Disclosure Service Certification from the Disclosure and Barring Service

University staff may be required to hold Disclosure Service certification from the Disclosure and Barring Service (DBS). The University is a registered body with the Disclosure Service, reference number 20537300005.

Further information about the Disclosure and Barring Service is available from the DBS website at www.homeoffice.gov.uk/dbs or from the University's Human Resources Department. Under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1075, applicants for teaching or academic posts are among those who are not entitled to withhold information about any previous criminal conviction.

Data Protection

The post holder is responsible for ensuring that workplace responsibilities within the University are carried out having due regard for confidentiality and in compliance with the requirements of the data protection legislation Act and the Employment Practices Data Protection Code, especially concerning confidentiality, ensuring best practice is followed in the treatment of personal information and records management.

Terms of appointment and how to apply

The Board of Governors will agree a remuneration package fully commensurate with the high level of the appointment and the calibre of the successful candidate. The post-holder will have an Executive contract which includes 30 days annual leave each year plus statutory and bank holidays and University closure days (for example, between Christmas and New Year).

The details of the terms of the appointment will be open to discussion with the preferred candidate.

The person appointed must undertake to live within reasonable commuting distance of the University of Chichester.

The appointment is permanent and it is expected that the Vice-Chancellor will make a commitment of at least five years in this position.

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Chichester on this appointment. Candidates should apply for this role through our website at www.saxbam.com/appointments using code **WBNNA**.

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 Friday 19 April 2024**.

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

GDPR personal data notice:

According to GDPR guidelines, Saxton Bampfylde Ltd 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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